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WHAT WORKS!

The Working Women Count Honor Roll Report

U.S. Department of Labor
Women's Bureau

W H A T W O R K S !

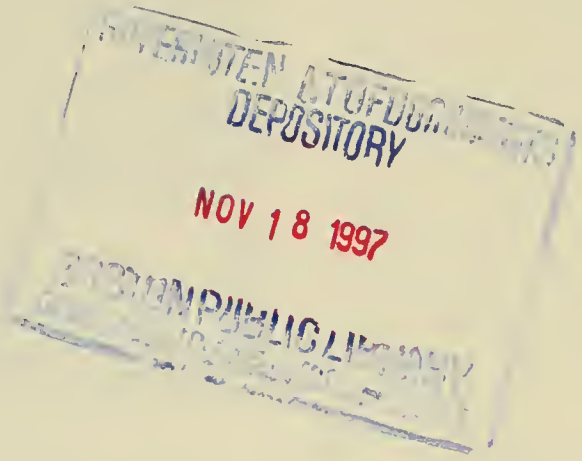
The Working Women Count Honor Roll Report

A Selection of Programs and Policies That Make Work Better

U.S. Department of Labor
Alexis M. Herman, Secretary

Women's Bureau
Ida L. Castro

1997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FOREWORD

The Women's Bureau has heard from women from all walks of life over the years, expressing their concerns about being respected as workers and family members, and the desire to have access to the time, skills, and resources necessary to be economically secure, intellectually engaged and socially useful.

In June 1996, Vice President Al Gore presented this "Hammer Award" to the Women's Bureau for the Working Women Count Honor Roll. The award recognizes team efforts that have dramatically improved the way government works.

The **"What Works!: The Working Women Count Honor Roll Report"** reflects the commitment of organizations across the United States who have heard what working women say they need — better pay and benefits, balance between work and family responsibilities, and more respect and opportunity on the job — and responded!

From large and small businesses to state and local governments; from non-profit organizations to unions; this report highlights what partnership is all about — making work count for working women!

This report reveals that employers are aware of the difficulties faced by women workers who are trying to "do it all." The employers whose programs are profiled here know that their commitment to making their workplaces better is a win–win situation — benefitting not only workers, but also the organizations themselves. That's the bottom line.

The Women's Bureau Honor Roll participants offer proof that changes are not bound by the size, the industry, or even the finances of the organization. It is sometimes the smallest changes — that cost little or nothing to the organization — that make the biggest difference to the work lives of their employees.

One company executive reported that their job share program allowed them to "retain experienced employees, and employees express great satisfaction that this option is available to them. It allowed them to stay current in the workplace but meet their family or personal needs."

Working women themselves are also expressing how these initiatives make a difference in their lives. As one woman said, "The program has allowed me to be home with my children before and after school, and it allowed me to change my work days so I can go on field trips with my children."

We hope that some of the exciting policies and programs illustrated in this report will stimulate other organizations to find ways to make work better for American working women and men and their families. Together, we can make a difference!

Congratulations to those who participated in this initiative. Each of us share the responsibility of ensuring that America's working women are equipped with the tools necessary to succeed in the new world of work in the 21st Century.

Thank You!

Ida L. Castro
Women's Bureau

ACKNOWLEDGMENTS

The Women's Bureau is pleased to release this final publication **"What Works!: The Working Women Count Honor Roll Report"** highlighting employer models from the Working Women Count Honor Roll. From start to finish, this project would not have been possible without the help of thousands of people.

We must begin by thanking the Secretary of Labor Alexis M. Herman — without her support and leadership now and in past years, it could not have happened. A special thanks to Karen Nussbaum for her vision of the Working Women Count Honor Roll initiative. Also a big thanks to the more than sixteen hundred partners representing business, labor, publications, on-line services, media, Federal and State agencies, women's and other grassroots organizations that agreed to distribute and collect our *Working Women Count!* questionnaire. We also owe the success of this endeavor to the one quarter of a million women who responded to the questionnaire, and the numerous women we continue to meet at roundtables across the country, telling us first-hand what it's like to be a working woman, and what changes would make it easier to balance work and family.

Special thanks to the Honor Roll Members and Partners for Change who, through their policies and programs, have made positive change in the lives of more than 2 million working women and their families, demonstrating that partnership initiatives and executive commitment work for working women and men.

We are indebted to the author — Roberta M. Spalter–Roth, Ph.D., whose talents and expertise helped us compile an overview of the hundreds of Honor Roll applications we have received to date, Grier Mendel for her editing support, and Artisan Graphics, Inc. for their professionalism in the composition, design and layout of this publication on a very tight deadline. Additionally, we would like to thank Swett and Crawford; Service Employees International Union (SEIU), AFL-CIO District 199; Barnett Banks, Incorporated; BDO Seidman, LLP; Government Employee's Hospital Association (GEHA) for their photographic submissions.

Thanks to Lionel White and his staff — Jim Blackmon, Angelique Larsen, and Carrie Cyphert — who oversaw the design and graphics process, and Clarence Lindsay and Maurice Wade of the Division of Printing Management, for their assistance in jumping hurdles to get this publication printed!

Last, but certainly not least, for the hard work, commitment to the task, and dedication to the issues this report represents, we thank the staff in the Women's Bureau national and regional offices. Without the drive and determination of these "behind the scenes" women *and* men, we could not have accomplished such an incredible task. The summaries of the

programs highlighted in this report were taken directly from the information submitted by the Honor Roll applicant organizations. Although we have taken great steps to ensure the accuracy of information, we regret that we may have inadvertently misstated a program or policy.

Thanks to everyone whose cooperative spirit and support made the **"What Works!: The Working Women Count Honor Roll Report"** possible!

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INTRODUCTION

The Department of Labor Women's Bureau is the only federal agency with a mandate to represent the needs of wage earning women in the public policy process. When it was created by Congress in 1920, there were only 8.25 million working women for the Bureau to represent — less than 20 percent of our nation's workforce. Today, nearly 60 million women work for pay — almost 50 percent of our Nation's workforce.

The explosion in the numbers of working women is one of the defining trends of the 20th century. The patterns of women's work lives more closely resemble those of men's: the gap between men and women's rates of labor force participation has declined; women are less likely to drop out of the labor force for significant periods of their lives; and more and more women are responsible, alone or with a spouse, for the economic security of their families.[1]

Since 1993, women have made real gains. The wage gap has continued to decrease, the glass ceiling has begun to crack, and the *Family and Medical Leave Act* — the first bill signed by President Clinton — for the first time has allowed workers to take unpaid time off to care for a seriously ill family member without putting their jobs in jeopardy.[2]

This Administration took the innovative step of reaching out to the experts — working women — to ask them how they felt about their jobs. In 1994, the Department of Labor's Women's Bureau worked with sixteen hundred partners across the country to disseminate the *Working Women Count Survey.* In this survey, more than one-quarter of a million women told the Women's Bureau what they liked and didn't like about their jobs and workplaces and what needed to change. The great majority said they either "liked" or "loved" their jobs. They felt pride in being breadwinners for their families and in being a significant part of the workforce. But they also shared three main areas of concern:

♀ ***PAY AND BENEFITS***

Women told us pay and benefits should result in economic security, and that improving pay scales and health insurance were two of their top priorities for workplace change.

♀ ***BALANCING WORK AND FAMILY***

They felt that, while workplace structure and culture *should* support women's family responsibilities, finding affordable child care remained a problem, and paid sick leave, vacation time, and family leave were insufficient to meet family needs.

♀ ***RESPECT AND OPPORTUNITY ON THE JOB***

Women of all races said they experienced discrimination and wanted more on-the-job training and a greater chance for career advancement. They expressed frustration with the visible and invisible signs of inequality and were looking for a real commitment to changes that benefit working women and their families.

And they told the Women's Bureau that multi-issue solutions were required because women's lives are not divided into segments.[3]

A Call For Action!

The Administration listened — and called for action. After reviewing the results of the questionnaire, visiting workplaces, and meeting with working women across the country, the Women's Bureau took concrete steps to address working women's needs. The Bureau developed the *Working Women Count Honor Roll* — a program challenging businesses, nonprofits, unions, and state and local governments to initiate new programs or policies that make real, positive workplace change in the areas women said they need it most.

The Women's Bureau realized that in order to make positive changes in the workplace that accomplish the goals of increased pay and benefits, family–friendly workplaces, and equal opportunity — changes that fully and fairly value women — there must be cooperative effort among workers, employers, businesses, labor unions, non-profits, and the government. Positive changes require the imaginations and the will of many individuals and organizations.

That is what *The Working Women Count Honor Roll* is about. Its purpose is to encourage employers, organizations, and individuals to implement, institutionalize, and disseminate new policies and programs in the areas working women care about the most. The response has been overwhelming.

What We Learned — Partnerships Work!

What the Women's Bureau has learned from the Honor Roll process is that change is happening and that more change can happen regardless of the size or the type of organization. Change can bubble up from workers themselves or come from the commitment of top executives. Businesses and non-profits, public and private organizations, labor unions and management, companies large and small, have taken concrete actions to address the workplace concerns of women (and men and families) — and many of their efforts are working. We learned that no organization is too

small to provide family–friendly benefits; no organization is too large to provide respect. We learned that more effort needs to be made to encourage organizations to increase women's pay. And we learned that there are many ways to meet working women's needs and demands. There are no excuses for inaction.

The Women's Bureau also learned that we made a difference by instituting the Honor Roll process. Working with our partners, we mobilized a cross-country effort, an outpouring of energy, a profusion of programs and policies all directed at improving women's work lives. We made *a difference* by:

- Promoting cooperative relationships among businesses, labor unions, non-profits, local, state, and federal government to encourage programs and policies that address women's deepest fears and strongest demands.

- Signing up more than 1,300 organizations, public and private, large and small, that pledged to institute changes affecting more than two million workers. More than half of these pledge organizations had instituted programs and policies by the following year.

- Analyzing and reporting these programs and policies, seeing how they worked and welcoming more than 840 approved applicants onto the Honor Roll. Of these applicants, 770 were approved as Honor Roll Members for making positive concrete changes in the lives of women workers. The rest are Partners for Change, who disseminated information about programs or policies that make work better.

- Spreading the word about the many ways to bring about change so that others can replicate Honor Roll models and can be inspired to develop new paradigms for change.

- Demonstrating that positive change can bubble up and spread when facts are known and alternative solutions are shared. Involvement in the development of strategies that work for working women is good for the bottom line *and* good for workers. No one should work in the dark! Everyone should know what works!

INTRODUCTION

From Beijing to the Workplace!

The first step of the Honor Roll process was to encourage business, labor, non-profit, and governmental organizations to pledge voluntarily to initiate or enhance programs or policies that make positive, concrete change in the lives of women and their families.

In August 1995, at the Fourth World Conference on Women in Beijing, U.N. Ambassador (now Secretary of State) Madeleine Albright announced our nation's commitment to collecting 1,000 pledges affecting 1 million workers within the next year. By Spring of 1996, the Women's Bureau had far surpassed our goal. Over 1,300 pledges had been received ranging from pay increases to on-site health clinics, from flexible work schedules to child care on snow days, and from scholarships to business school to on-the-job training programs.

After the Women's Bureau received each organization's pledge, we sent them an Honor Roll Application Form to fill out and return as soon as the new or enhanced program or policy was underway. The Application Form requested information about the business or organization as well as the goal of the change — to improve pay and benefits, build a family–friendly workplace, value women's work through job training and career advancement, or address multiple goals. In addition, applicants were to describe the program's target population and estimate the number of individuals to be affected by the program or policy. Finally, they were asked to describe the program and to give examples of the difference it made in the lives of working women and their families. Nearly 800 of the pledges have begun to implement their proposed program or policy.

The Honor Roll Criteria

Once the applications were received, the Women's Bureau began its review based on the following criteria:

- ♀ Whether the program/policy was a new or enhanced effort to improve women's work lives and began after April 1, 1994;
- ♀ Whether it fit one of the three categories that women identified as crucial for progress; and
- ♀ Whether it achieves substantial change for a significant number of working women and their families.

As a result of conversations among the national and regional Women's Bureau offices and the applicants, the Women's Bureau approved more than 840 applications as Honor Roll Members or Partners for Change. The solutions provided by the 770 members of the Honor Roll can be used as models to improve the lives of working women and men and their families across the country.

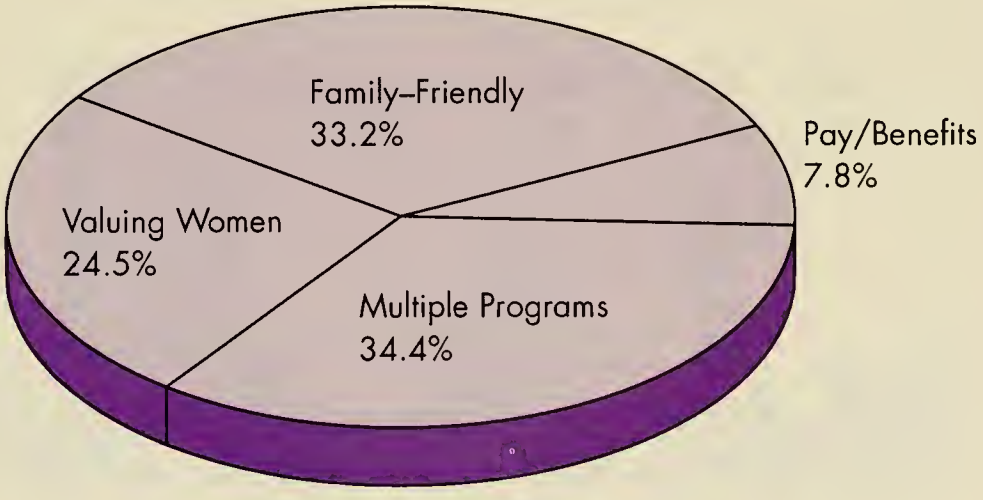
The achievements of this Honor Roll reflect the many approaches used to address women's concerns. Some came from the bottom up, others from the top down. Strategies include: forming employer consortiums, collective bargaining, launching government initiatives and anti-discrimination campaigns, allocating funds, surveying workers, giving awards, bringing together planning teams, bringing suits, designing programs, and running public education campaigns. Some of the solutions represent changes in workplace structure, others represent changes in workplace culture. They show a range of ways to accomplish the same goals.

KNOWING WHAT WORKS!

This report will highlight the Honor Roll organizations and the innovative and effective programs and policies they have initiated. The Women's Bureau wants to share their successes with working women, employers, and others nationwide. It wants to encourage replication of programs that work. And it wants to foster new initiatives to ensure that women gain the pay and benefits they need, achieve the work–family balance they lack, and secure the respect and opportunity for advancement they deserve.

What kinds of programs are represented in the Honor Roll? *Figure 1* shows that programs that address the multiplicity of working women's needs are most frequent — about one-third (34 percent) of Honor Roll programs are labeled as "multiple" programs. Most often, these multiple programs included efforts to develop a more family–friendly workplace and efforts to foster women's advancement by providing career counseling and training. A close second are initiatives designed to enhance family–friendly workplaces (about one-third of all Honor Roll programs). Honor Roll programs that value women and their work were the third most frequent (about one-quarter of all programs). This category includes programs that prevent discrimination and provide training and advancement. Only 8 percent of programs were directed toward increasing women's pay and benefits, despite the high priority of this issue among working women.

Figure 1. **The Most Common Issue Addressed by Honor Roll Awardees Is the Family–Friendly Workplace**



These findings suggest that greater emphasis on programs to increase women's pay and benefits and career opportunities is required. These findings also suggest that recognition of the importance of family–friendly workplaces has taken root and is spreading.

Of the organizations in the Honor Roll, 33 percent are located in the West, 28 percent in the Midwest, 27 percent in the Northeast, and the remaining eight percent are found in the South (see *Figure 2*). As *Figure 2A* shows, in the West and Northeast, family-friendly workplace policies are most prevalent, representing about 4 out of 10 programs. In the Midwest and the South, multiple programs are the most frequent.

Figure 2. **The Largest Share of Honor Roll Awardees Are Found in the West**

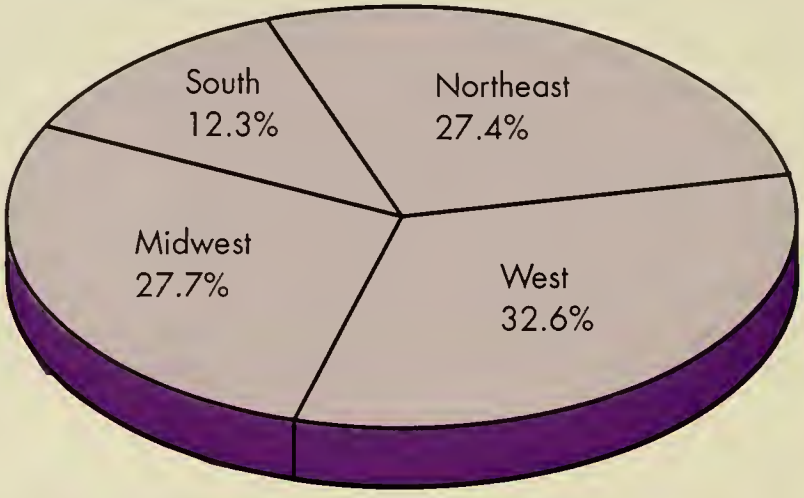
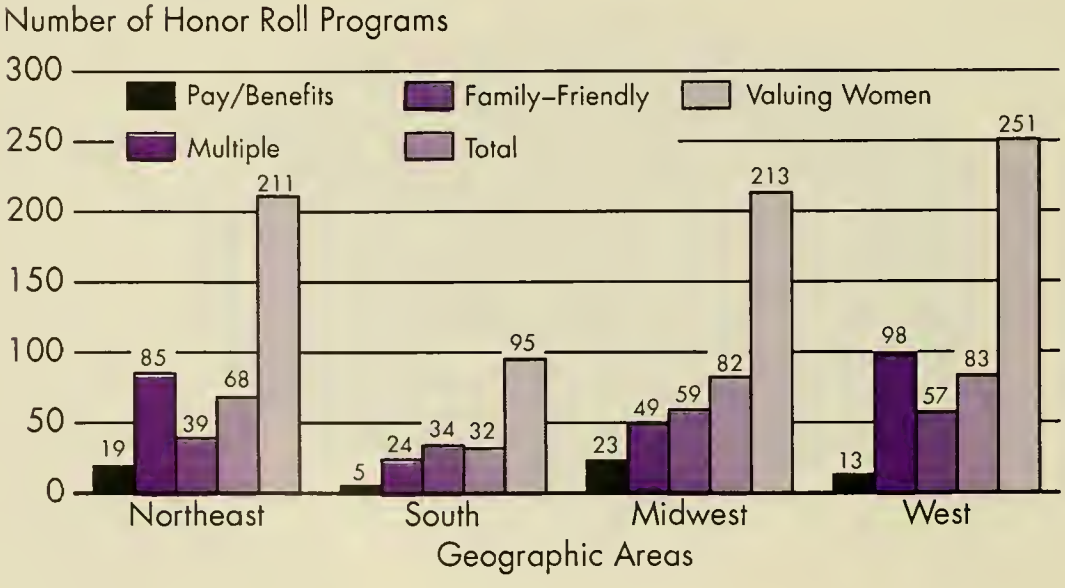


Figure 2A. **Honor Roll Programs by Geographic Area**



Different types of organizations tend to favor different types of programs. Close to half of the Honor Roll programs instituted by business (representing 40 percent of the total programs) are in the category of balancing work and family (see *Figures 3* and *3A*). Non-profits, which are responsible for 33 percent of all Honor Roll initiatives, are almost equally likely to develop family–friendly policies, to value women, and to meet the multiplicity of their needs. Programs initiated by state and local governments are most likely to fall into the family–friendly and multiple categories. In contrast to the other institutions, labor unions are almost equally likely to negotiate for and implement pay and benefits programs, family–friendly policies, and multiple initiatives. Within these broad categories, the diversity of specific programs and initiatives is inspiring.

Figure 3. **Businesses Initiated the Largest Share of Honor Roll Programs**

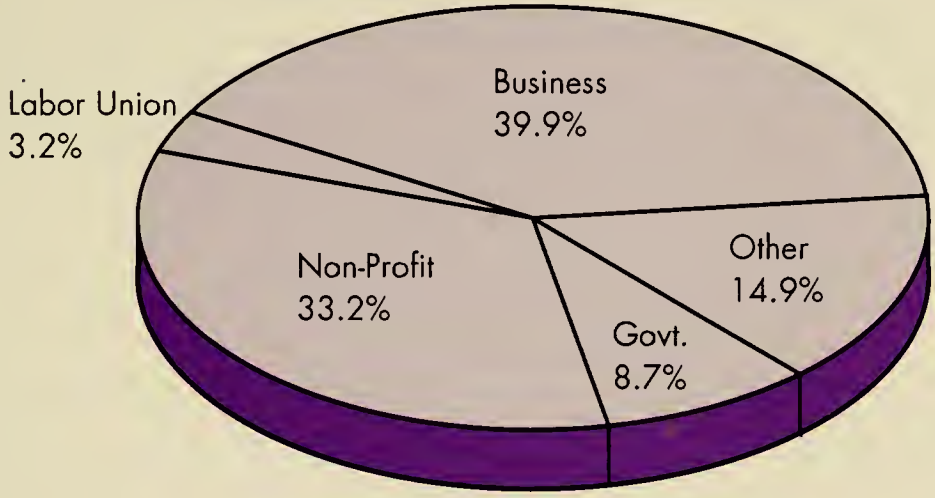
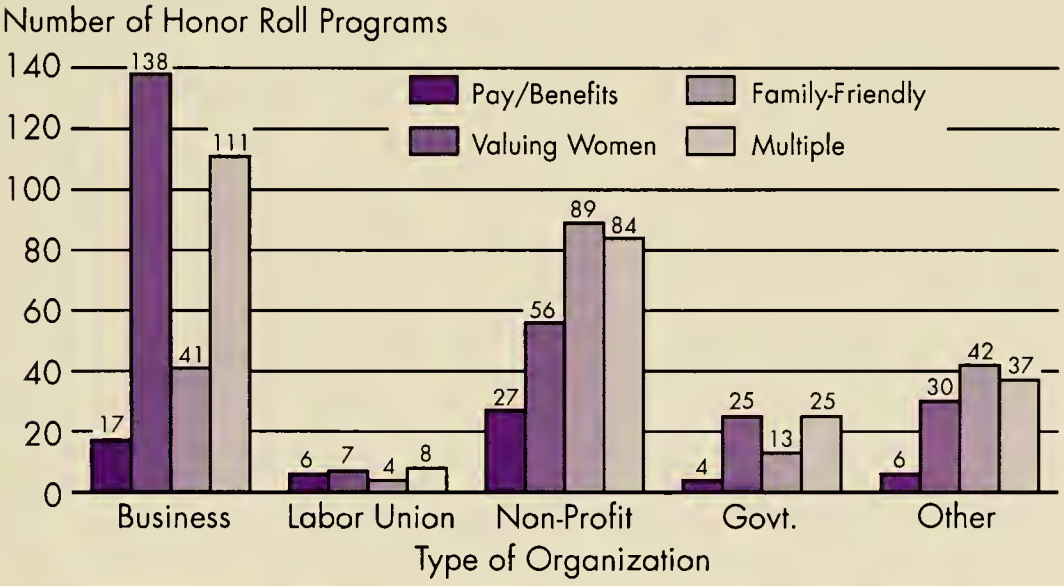


Figure 3A. **Honor Roll Programs by Type of Organization**



WHAT WORKS!
Pay and Benefits, Balancing Work and Family, and Respect and Opportunity on the Job

Women's concerns are grounded in the facts of their daily lives. When aggregated, these facts present a picture of increased opportunities for some women but substantial barriers for others. Despite significant gains, many working women are just barely holding on. In the sections that follow, we review the barriers that working women have overcome and those that they still face. We summarize what works to help overcome these barriers, based on the Honor Roll initiatives. These sections include: **Pay and Benefits**, with sub-sections on pay and on benefits. **Balancing Work and Family**, with sub-sections on child and dependent care, paid leave, and other family–friendly policies; and **Respect and Opportunity on the Job**, with sub-sections on advancement and training opportunities and overcoming sexual discrimination and sexual harassment.

PAY AND BENEFITS

Although 30 years have passed since the passage of the Equal Pay Act, many working women told the Women's Bureau that pay scales are still unequal. Across income and occupational categories, improving pay scales is a high priority for working women. Many studies show that occupational segregation remains the rule of the workplace, with many women crowded into low-paying traditionally female jobs. In too many cases, hiring, wage setting, and benefit policies are still based on a male breadwinner model. This model needs to change, especially for the 25 percent of low-wage women workers who are the sole support of their families.[4]

Caregivers On Call, an affiliate of All Metro Health Care, provides in-home emergency dependent care to its clients such as Sam and his mom pictured here. The company also offers its own employees benefits including paid leave to attend special child-related activities and thirty hours of free in-home dependent care.

Pay

While women largely avoided wage stagnation in the 1980s — due to increases in work experience — and have continued to experience hourly earnings increases during the last three years, more than 7 in 10 still earned less than $25,000 in 1995. The 1995 median annual earnings for women employed full-time were $22,623 for white women, $19,910 for black women, and $17,569 for Latinas. About 45 percent of women earn too little to support a family of three at the poverty threshold (plus expenses for child care).[5]

One explanation for women's low wages is their employment in "women's" occupations. Although the percentage of women employed in traditionally-male professions is increasing, those in traditionally male non-professional occupations such as electricians, telephone installers, truck drivers, and automobile mechanics remain minuscule. And about 45 percent are still employed in undervalued "women's" jobs such as sales clerks, cashiers, aides, child care workers, home health care workers, cooks, and office cleaners.[6]

Another explanation for women's low earnings is that many of the women's occupations are structured as temporary and part-time jobs. Currently women account for more than two-thirds of part-time workers and more than half of temporary workers and on-call workers, the lowest paid non-standard work arrangements.[7] While some may appreciate the flexibility of these schedules, they do not appreciate the low compensation they provide. Of all women paid hourly wages in 1995, those working part-time earned a median $6.01 hourly, compared with $8.16 for full-time workers.[8] Women employed as full-time temporary workers earned $297 per week and those employed as full-time on-call workers earned $267 per week in 1995, compared to women employed full-time in traditional arrangements who earned $410 per week.[9] These earnings disparities may be why the share of women working as involuntary part-timers has increased, along with the share holding down more than

Through the "Dignity, Rights and Respect Campaign," District 1199, Service Employees International Union (SEIU) in Huntington, West Virginia, increased state funding for nursing home staff and lightened the load of hard-working nursing aides.

one job to survive economically. Women now comprise almost half (46 percent) of moonlighters.[10]

Pay: What Works!

A number of different approaches to improving pay and addressing wage inequity have been pursued in the last three years. A recent example is the expansion of the Earned Income Tax Credit that has provided tax relief to 15 million lower income working families. Most recently, the Women's Bureau launched the Fair Pay Clearinghouse to provide easily accessible information to working women, employers, and organizations interested in fair pay.

The broadest and most critical step taken to date is the increase of pay to minimum wage workers, three-fifths of whom are women. It is estimated that 5.8 million women will benefit from this raise, about three million of whom are over age 25.[11]

Along with the federal government and labor unions, some private employers, non-profits, and state and local governments have been working to increase pay scales. Included on the Honor Roll are efforts to:

- ♀ Provide wage additional compensation to those that learn new jobs;
- ♀ Improve pay scales through improving client services;
- ♀ Encourage the development of special incentive funds;
- ♀ Leverage monies from federal matching funds; and
- ♀ Revalue women's work through gender and race-neutral evaluation efforts.

Benefits

Currently, more than 14 million women — nearly seven million of whom are employed — have no health insurance. Only six percent of temporary and part-time workers have health insurance coverage through their employers.[12] While pension coverage for women has grown, 24 million working women — nearly two out of three — do not have pension plans. Among women who are fortunate enough to get pensions, the average amount is only half of what men are getting.[13]

In the past, many women relied on their husband's jobs for health insurance and retirement security. But as marital patterns continue to change and as men are less likely to have health benefits that cover their spouses and children, many women and children fall through the cracks.

Benefits: What Works!

In August 1996 President Clinton signed the Kennedy–Kassenbaum bill which guarantees the right of workers to carry their health insurance with them to new jobs and not be penalized for pre-existing conditions. Pension protection and portability has also been improved. Some employers have acted voluntarily to increase the quality and availability of health care benefits. Some methods used to expand and improve health care and pension receipt include:

♀ On-site medical clinics;

♀ Finding and funding the most advantageous policies for employees;

♀ Including part-time workers in medical, dental, and vision plans; and

♀ Overcoming denials of pension benefits.

BALANCING WORK AND FAMILY

Working women, regardless of race, ethnic group membership, job status, and family income level, told the Women's Bureau that they feel tired, unsupported, and unacknowledged in the daily challenge of being both wage earner and family caretaker. These results are echoed by a recent Family and Work Institute study finding that more than one-third do not perceive their workplaces as supportive of their joint responsibilities.[14] According to the National Study of the Changing Workforce, 51 percent of all mothers want additional job responsibilities; but they also need more reliable day care, more paid leave, and more control over their work time.

Among the exemplary initiatives to support working women in meeting their family responsibility are those that:

- ♀ Provide on-site or near-site child care, paid leave, elder and dependent care, and reduced hours or flex-time. On- or near-site child care can be found at construction sites, in downtown areas, on suburban campuses and in city parks, and is sometimes available on evenings and weekends.

- ♀ Paid leave is being bargained for and provided to cover paternity and maternity leave to bond with newborn or newly adopted infants, to care for sick family members, and to deal with legal activities surrounding domestic violence.

- ♀ Referral services are the most prevalent type of programs to meet employees' needs for elder and dependent care; but other models include subsidized emergency care, summer camps, after-school care, and government initiatives to increase the supply of care.

- ♀ Another strategy is the provision of flex-time or reduced hours without causing employees to lose pay and/or benefits.

Child Care

For many women and families, child care is unaffordable and unreliable. Research based on the National Child Care Survey finds that the high cost of quality child care limits women's labor force participation and their ability to participate in education and training programs, and increases the likelihood of employment turnover.[15]

More than half (56 percent) of working women with children under age five responding to the *Working Women Count Survey* shared serious concerns about finding quality child care. According to a 1993 Families and Work Institute Study, 26 percent of employed parents with children under age 13 had experienced a breakdown in their usual child care arrangements in the preceding three months.[16]

Although the majority of parents claim to be satisfied with their child care, more than one-quarter said they would prefer some other type or combination of types of care. This rate did not vary by income level — all working parents were equally dissatisfied.[17] But most low-income parents, who bear a heavier financial burden for child care and are more likely to rely on intermittent care by other family members or neighbors, wanted to change to center-based care. Two-thirds of families with annual incomes under $25,000 preferred center-based care which they thought was safer than leaving children with friends and relatives.[18]

Other challenges remain. For example, a skilled and stable workforce of child care workers is necessary to provide affordable, quality child care. The average wage for child care workers is between $6.00 and $7.00 per hour and the turnover rate is 38 to 40 percent annually according to the latest Bureau of Labor Statistics' Cost and Quality study.[19]

BDO Seidman's flexible workplace policies allow Carol E. Wright, a partner at the Troy, Michigan office, time off to attend school plays, 7th grade basketball games and pre-school functions — or, as seen here, to lunch in a company conference room with her three children (ages thirteen, nine and two).

Swett & Crawford's family–friendly policies have made it easier for production assistant Jennifer Delanty and her husband to balance the needs of their full-time jobs with those of their four children. Says Jennifer, (pictured here with three of the four children), "the company's flexible working hours have given me two additional hours every day to spend with them, a benefit for which I am profoundly grateful and I believe will have lifelong payoff for my children."

Child Care: What Works!

Employers, unions and local governments have also been working in a variety of ways to address parent–child care dilemmas. These include:

♀ Developing on-site or near-site child care;

♀ Providing land for child care centers; and

♀ Establishing a fund for child care expenses.

Paid Leave

Along with the need for safe and affordable child care, working women of all ages, income-levels, races, and ethnicities expressed a need for more leave in order to care for newborns, critically ill children, spouses, elderly parents, and themselves. There is a general feeling that critical benefits such as paid sick leave and vacations are deteriorating.

The *Family and Medical Leave Act* was the first act President Clinton signed into law in 1993. This law enables workers in firms with over 50 employees to take up to 12 weeks of *unpaid* leave to care for a family member without fear of losing their jobs. Prior to the passage of FMLA into law, workers, especially women workers, bore enormous costs in terms of lost earnings as a result of childbirth, illness of family members, their own illness, and dependent care. For example, a study done prior to the passage of FMLA found that new mothers who returned to work experienced approximately $12.9 billion in additional earnings losses compared to those working mothers who had family leave.

Job share is successful for the Government Employee's Health Association (GEHA). "We retain experienced employees, and employees express great satisfaction that this option is available to them. It allows them to stay current in the workplace but meet their family or personal needs."

FMLA has helped millions of working women and men. The bipartisan Commission on Leave found that in the 18 months after its implementation, almost 15 million leaves were taken at FMLA-covered work sites for reasons including the worker's own health, care for a newborn child, a seriously ill child, a seriously ill spouse, a seriously ill parent, or other

relatives. Approximately 3 million of these workers took leave under FMLA. The remainder probably used their paid leave (a combination of paid vacation leave and sick leave) because these forms of leave are characterized by wage replacement. Nine out of 10 employers say FMLA hasn't adversely affected their bottom line.[20] In fact, some businesses told the Commission on Leave that the new law has actually helped them reduce employee turnover, enhance productivity, and improve the morale of their workforce.

Paid Leave: What Works!

Along with the good news, the Commission found that significant numbers of workers surveyed could not afford to take leave. Among employees who needed but did not take leave, fully 64% could not afford the accompanying cost of wages. Those without paid leave were more likely to need to borrow money or to go on public assistance.[21]

In addition to providing unpaid leave, concerned employers, both public and private, have been addressing the need for paid leave for family concerns. Labor unions are starting to bargain for paid benefits including those that cover:

- ♀ Birth and adoption;
- ♀ The illness of a spouse, child or parent;
- ♀ Participation in a child's school events or volunteering in the public schools; and
- ♀ Time off to protect against domestic violence.

Other Family–Friendly Policies: What Works!

The Honor Roll also contains many programs and policies that provide flex-time, referral services, and back-up care for children and elders. Flex-time and referral services are the most frequent of the family–friendly programs found on the Honor Roll.

RESPECT AND OPPORTUNITY ON THE JOB

For years, qualified women were shut out of employment, education and training opportunities, and career ladders solely because of their gender, race, marital status, or age. This caste-like exclusion of women is no longer the case. Many women are making strides in the workplace. The percentage of women in professional and managerial positions has continued to grow as women gain more education and work experience and with the enforcement of anti-discrimination laws. Yet respondents to the *Working Women Count Survey* told the Women's Bureau that the pace of change has not been fast enough, that they continue to suffer from discrimination, lack of on-the-job training opportunities, and little career advancement.

Advancement and Training Opportunities

By 1995, almost three in every 10 women (29 percent) were managers and professionals — now the second largest job category for women. Women accounted for nearly half (44 percent) of executives, administrators and managers, and more than half (53 percent) of all professional specialties. Between the years of 1974 and 1995, women's presence among lawyers increased from 7 percent to 26 percent; among physicians, from 10 percent to 24 percent; and among engineers, from 1 percent to 8 percent.[22]

Women are not only making inroads in business, non-profits, labor unions, and government agencies, but they are starting their own businesses. Since 1987, the number of women-owned businesses has increased by 43 percent, with one out of three businesses now owned by a woman.

Still the need for more progress is apparent. Few women are represented in top level management positions. In 1992, only two percent of white women (and too few women of color to measure reliably) had earnings in the top decile of all managers, in contrast to 16 percent of white men (and 10 percent of men of color).[23] A whopping 97 percent of the senior managers of Fortune 1000 Industrial and Fortune 500 Companies are white males.[24] A survey by Catalyst of more than 1,000 women at the Vice President level or above in Fortune 1000 companies suggests that women lack significant general management or line experience, that women are not in the pipeline long enough, and that male stereotyping and exclusions from internal networks keep women from advancing.[25]

In addition, corporate downsizing has resulted in the loss of the supervisory and low-level management positions that were formerly routes for women

and minority men into higher-level management.[26] For the great majority of women, the glass ceiling is so low that it feels more like a brick wall.

Finally, despite progress in overcoming barriers, sex discrimination continues to exclude many women and minorities from meaningful opportunities, reduce their economic security, and crowd them into a relatively small range of jobs. Paired-testing studies conducted by the Fair Employment Council of Greater Washington show that black women with identical work experiences, demeanor, and interviewing skills are less likely than white women to receive job offers when they apply for jobs.[27]

Diane Williams, President and Chief Executive Officer, Barnett Bank of St. Johns, is pictured meeting with the bank's Director of Corporate Lending, James Bradshaw. Williams, formerly Chief of Executive Officer of Nassau County, Florida, assumed a widely expanded role when she was named to the St. Johns position. Barnett Bank currently has five women Chief Executive Officers in its organization.

During the past five years, surveys have shown that at least one in five working women reported sexual harassment at some time in their lives. This form of discriminatory behavior is designed to exclude women from non-traditional occupations or advancement opportunities.[28]

Advancement and Training: What Works!

In 1995, the Federal Glass Ceiling Commission made a whole series of recommendations for breaking the Glass Ceiling including outreach, mentoring, and training. The Administration has pledged to help workers

get 21st century skills through a "GI Bill of Rights" for workers to provide greater training opportunities and to open the door to college for more women and men by making tuition tax deductible.

State and local governments, non-profits, and businesses, featured on the Honor Roll, are offering their own training programs and educational incentives — as well as mentoring and advancement opportunities — to improve skills and reduce turnover among their employees. In addition, non-profit community groups are adding to the human capital of their target populations by offering training programs to women in non-traditional, blue collar occupations. These efforts include:

♀ Computer technology classes for girls;

♀ Networks to decrease isolation at male-dominated workplaces;

♀ Developing new positions;

♀ Changing corporate culture; and

♀ Increasing the number and size of women-owned businesses.

Overcoming Sexual Discrimination/ Sexual Harassment

To overcome discrimination, the Women's Bureau has always informed working women of their rights under the law as consistent with Supreme Court rulings. Through its "Don't Work in the Dark!" education campaign, the Women's Bureau also provides information and referrals on legal protection against pregnancy discrimination and sexual harassment.

Some employers and organizations have been addressing this issue through zero tolerance guidelines, education programs, and training.

CONCLUSION

The Working Women Count Honor Roll was launched in 1994 to address the concerns of working women across the country for better pay and benefits, a family–friendly workplace, and equal opportunity. Less than two years later, we are paying tribute to the 840 members of the Honor Roll and Partners for Change. To become part of this Honor Roll, these organizations overcame challenges and made commitments to improving the lives of working women and their families. Included are programs submitted by businesses and non-profits, labor union locals and management, and networks of executives and trades women.

The Honor Roll program has also demonstrated that much is to be learned from these initiatives to improve pay scales, increase pay equity, provide health care and pension benefits, prevent discrimination and encourage training and career advancement.

- ♀ Although not enough Honor Roll programs address women's concerns for improved pay and benefits, programs and policies that help workers balance family and work responsibilities have taken root and are spreading across all types of organizations and all sections of the country. The majority of these examples are programs that offer flex-time and referral services.

- ♀ No company is too small to provide benefits and no company is too large to create networks. Coalitions and cooperative efforts work. Firms with five workers can provide health benefits; labor and management can join to provide day care, offer training, and create career advancement ladders. All companies can treat workers as investments. All companies can treat workers with dignity.

- ♀ There are multiple ways to address fears of falling off the tightrope without a safety net. There should be no excuses for not implementing at least one program or policy. The diversity of the models should be inspirational for creating new paradigms for change.

- ♀ Initiatives among government, the private sector, and labor unions can leverage dollars to create new and better jobs and improve standards for workers, clients, and consumers. These joint initiatives can provide new services that meet women's needs.

The most important lesson of this effort is that the positive, concrete change requires the active participation of working women, and their employers, unions, and community organizations all have a responsibility to voice the problems and to share solutions in overcoming them. Your efforts to make the workplace better for ***all*** workers will not go unnoticed.

APPENDIX I:
"The Working Women Count" Honor Roll List

The following is an alphabetical list, by state, of *The Working Women Count Honor Roll* members, including brief descriptions of the programs and policies they have launched to make work better for women. The symbols following each listing provide easy reference to the categories or initiatives they have implemented for:

Valuing Women's Work;

Building a Family–Friendly Workplace; and

Improving Pay and Benefits.

APPENDIX I

(AK) Alaska

Alaska Apprenticeship Information Center

1711 Crescent Drive
Anchorage, AK 99508 [Region 10]
Contact: Cynthia A. Spezialy, Director
(907) 561-5333 **Type of Organization:** Media
Program: Formed Alaska Tradeswomen Network; brings together women in apprenticeship training with building & construction industry; provides day care for support group of women in union & nonunion jobs. IBEW Local 1547 donated seed money and space for meetings.

Alaska Women's Conference

P.O. Box 23152
Juneau, AK 99801 [Region 10]
Contact: Ann House
(907) 586-3688 **Type of Organization:** Non-profit
Program: Held Alaska Women's Conference in Juneau on March 29–31, 1996, with 300 participants, 95 percent women; provided 78 training workshops on topics including worker rights, violence in the workplace, health concerns, and leadership training.

Camp Fire Boys & Girls, Alaska Council

3745 Community Park, Suite 104
Anchorage, AK 99508 [Region 10]
Contact: Joan Hurst, Executive Director
(907) 279-3551 **Type of Organization:** Non-profit
Program: Revised its personnel policies to extend paid vacation and sick leave to part-time employees; offers flexible work schedules; redesigned two management positions to facilitate child care and professional development needs of employees.

Credit Union 1

3500 Eide Street
Anchorage, AK 99503 [Region 10]
Contact: Nancy Romon, Personnel Manager
(907) 786-2202 **Type of Organization:** Business
Program: Initiated "Senior Staff Training" to employees who are not officially supervisory but are required to direct others or lead departments or branches and resolve problems for credit union members. The training will lead to promotions for these employees.

MAPCO Alaska Petroleum, Inc.

1150 H & H Lane
North Pole, AK 99705 [Region 10]
Contact: Kathy Baumgartner, Human Resources Manager
(907) 488-2741 **Type of Organization:** Business
Program: Offers a "9/80 Work Schedule" (every other Friday off); sponsors women managers to attend conferences; pays for membership in professional organizations; provides child/elder care referral; contributes financially to community organizations.

TOTEM Association of Educational Support Personnel

1225 E. International Airport Road, Suite 101
Anchorage, AK 99518 [Region 10]
Contact: Mary Bise, President
(907) 562-1183 **Type of Organization:** Labor Union
Program: Negotiated new contract with Anchorage School District calling for increases in pay and bonuses, which may be applied to health benefit plan contributions at discretion of employees, who are mostly women in jobs as secretary, clerk, teacher assistant.

University of Alaska Small Business Development Center

430 W. 7th Avenue
Suite 110
Anchorage, AK 99501 [Region 10]
Contact: Jean Wall, Director, Anchorage Subcenter
(907) 274-7232 **Type of Organization:** Non-profit
Program: Held "Alaska Women in Business" conference; provided assistance to small business owners via business resource access, workshop development and confidential business counseling; announced WOMEN$ fund, a microlending program for Anchorage women.

YWCA of Anchorage

PO Box 102059
Anchorage, AK 99510 [Region 10]
Contact: Sharon C. Richards, Executive Director
(907) 274-1572 **Type of Organization:** Non-profit
Program: Initiated cancer screening program with emphasis on medically underserved women; began operating WOMEN$ fund to provide training, technical assistance and seed money to women starting businesses, including low-income, minority, and heads of households.

(AL) Alabama

Hobson City

Hobson City Hall
610 Martin Luther King Jr. Drive
Hobson City, AL 36201 [Regian 04]
Contact: Hon. Willie M. Snaw, Mayor of Hobson City
(205) 831-0441 **Type of Organization:** Gov't/Elected Official
Program: Organized the "Infarmation is Power" Conference to infarm and educate rurol wamen abaut workplace issues such as child care, tronsportation, safety and warking conditians, and lack of infarmation obout education and training.

(AR) Arkansas

Arkansas Human Development Corporation

300 Sauth Spring Street
Suite 800
Little Rack, AR 72201 [Region 06]
Contact: Chris Nichols, Director of Planning and Development
(501) 374-1103 **Type of Organization:** Non-profit
Program: Storted "The Americon Dream," o business development troining program for low-incame wamen who live in economicolly depressed communities. Provides troining & access to micra laans for business stort-ups.

Single Parent/Displaced Homemaker Program, Pulaski Technical

2020 West 3rd Street
Suite 520
Little Rock, AR 72205 [Region 06]
Contact: Sylvia C. Crackett, Pragrom Coordinatar
(501) 372-7161 **Type of Organizotion:** Nan-profit
Program: Began offering their warkshop participants screening far learning disabilities. 20 clients have token advantoge of this service. The knowledge and accammadative treatment have led to greater job retentian.

State of Arkansas

P.O. Box 3278
Little Rock, AR 72203 [Region 06]
Contact: Artee Willioms, State Personnel Administrotar
(501) 682-1833 **Type of Organization:** Gov't/Elected Officiol
Program: Initiated a project to increase insurance benefits far 24,000 state employees; implemented paid leave to care for newborns, job sharing, time off to attend schaal functians or core for sick children, and a cafeteria style child care benefit plan.

Wal-Mart Stores, Inc. — Sam's Club

702 S.W. 8th Street
Bentonhills, AR 77716-9034 [Regian 06]
Contact: Shoran Stewart, Monager Organizotionol Development
(501) 277-1430 **Type of Organization:** Business
Program: Made o financiol commitment to increase the cultural diversity of its vendors. Invested resources in educotion and training to build partnerships with minority ond women-awned businesses.

(AZ) Arizona

American On-Site Childcare

7975 North Hayden Rood
Suite B121
Scottsdale, AZ 85258 [Region 09]
Contact: Timathy Daniels, CEO
(602) 951-5940 **Type of Organizotion:** Business
Program: Has begun providing child care tronspartation far working and at-home mothers attending job troining or school. Currently picks up 20 children from 13 mothers (either at hame or from the workploce) ond returns them to the same locotion.

Arizona Business and Professional Women's Foundation

P.O. Box 521
Cliftan, AZ 85533 [Region 09]
Contact: Cloro Page, Director
(520) 865-4521 **Type of Organizotion:** Non-profit
Program: Held a pragrom at which community business leaders came together and discussed warkploce aptians; is developing a template of this pragrom for other BPW's to use in their communities.

Arizona Cactus-Pine Girl Scout Council

119 E. Coronado Rood
P.O. Box 21776
Phoenix, AZ 85001 [Regian 09]
Contact: Tamaro Woodbury, Executive Director
(602) 253-6359 **Type of Organizotion:** Nan-profit
Program: Has begun offering their 50 employees a flexible benefit plan to better support child care ond family medicol costs.

Valuing Women's Work Building the Family Friendly Workploce Improving Poy ond Benefits

Arizona Chamber of Commerce

1221 E. Osborn Road
Suite 100
Phoenix, AZ 85014 [Region 09]

Contact: Lyle Knight, Chairman of the Boord of Directors of the Arizono Chomber
(602) 248-9172 **Type of Organization:** Chomber of Commerce

Program: Has begun giving eoch of the Chomber's 10 employees 8 hours of family support leave per yeor.

Arizona Governor's Commission on Non-Traditional Employment for Women

1700 W. Woshington, 101A
Phoenix, AZ 85007 [Region 09]

Contact: Mory Lu Nunley, Project Supervisor
(602) 542-1755 **Type of Organization:** Gov't/Elected Official

Program: Estoblishing o nontraditionol employment clearinghouse, ovoiloble through o toll-free number, providing information ond referrals to women, employers, educotors and troiners stotewide.

Arizona Governor's Family Friendly Task Force

1700 W. Woshington
Room 101A
Phoenix, AZ 85007 [Region 09]

Contact: Mory Lu Nunley, Project Specialist
(602) 542-1755 **Type of Organization:** Gov't/Elected Official

Program: As o direct result of Working Women Count, created o Family Friendly Tosk Force of opproximotely 30 people from the private and public sectors, which is developing o template for the family friendly workplace.

Arizona Public Service Company

Az Public Service Company
P.O. Box 52034/MS7466
Phoenix, AZ 85001 [Region 09]

Contact: Mork Selon, Energy Outreach Rep.
(602) 393-5700 **Type of Organization:** Business

Program: Promoting fomily friendly hours, job sharing and telecommuting; offering pre-notol education; providing low cost mammograms ond other preventotive health screening; ond giving day care budgeting assistance.

City of Mesa, Arizona

P.O. Box 1466
Mesa, AZ 85201 [Region 09]

Contact: Jody Topping, Employee Benefits Supervisor
(602) 644-3009 **Type of Organization:** Gov't/Elected Official

Program: Initiated subsidized in-home sick child core for the City's full-time employees; began offering elder core consultotion ond referrol to full-time employees and retirees.

City of Scottsdale, Arizona

9191 E. San Salvador
Scottsdale, AZ 85258 [Region 09]

Contact: Connie James, Work Life Diversity Officer
(602) 391-5106 **Type of Organization:** Gov't/Elected Official

Program: Initiated o comprehensive elder core progrom including subsidized back-up care, o free information ond referral service, and free ossessment by o Certified Independent Social Worker of on elder relotive's home.

Friendly House, Inc.

201 East Durango Street
Phoenix, AZ 8504 [Region 09]

Contact: Solvodor Pastrono, Vice-President of Youth Services
(602) 258-4353 **Type of Organization:** Non-profit

Program: This orgonizotion supporting low-income Latino women hos exponded its early childhood hours; extended this child core to community members not in its progrom; and began providing free literocy troining, GED troining ond citizenship closses.

Motorola

5005 E. McDowell Road
Phoenix, AZ 85008 [Region 09]

Contact: Goil Majors, Human Resource Manager
(602) 244-4854 **Type of Organization:** Business

Program: This 80,000 person company hos implemented programs including: onsite mammograms with $10 co-poys, sick child core, elder care referral, school oge summer camp ond vocotion/holidoy core, flexible work orrongements, diversity ond leodership troining.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Salt River Project
P.O. Box 52025
Phoenix, AZ 85072-2025 [Region 09]
Contact: Kathy Haake, Mgr., Humon Resources
(602) 236-3570 **Type of Organization:** Business
Program: Contracted with Summa Associates to design and facilitate 6 free workshops about child self-care and latch-key arrangements.

Summa Associates
725 E. Guadalupe
Tempe, AZ 85283 [Region 09]
Contact: Karen Woodford, Marketing Coordinator
(602) 820-9844 **Type of Organization:** Business
Program: Has made all 18 employees eligible for up to 4 hours of paid leave each month for volunteer or community service work, including work in their own child's school.

Tucson Electric Power Co.
220 W. 6th Street
Tucson, AZ 85702 [Region 09]
Contact: Bonnie Arriaga, Compensation & Benefits Analyst
(520) 884-3728 **Type of Organization:** Business
Program: Organized the Health and Wellness Council, made up of 12 employees, to expand the existing wellness program by offering educational and recreational classes, seminars and activities.

University of Arizona
Office of Child Care Initiatives,
Student Union #300
Tucson, AZ 85721 [Region 09]
Contact: Mimi Gray, Coordinator, Child Care Initiatives
(520) 621-5844 **Type of Organization:** Higher Education
Program: Implemented the Employee Child Care Voucher program, which provides financial aid for child care costs directly related to an employee's work schedule; also offers referrals, a sick child program, and a flexible spending account for dependent care.

Work/Family Connections, Inc.
P.O. Box 206
Tempe, AZ 85280 [Region 09]
Contact: Ellen Delano, President
(602) 614-5236 **Type of Organization:** Business
Program: Initiated a 401K pension plan, a dependent care reimbursement account, and — in addition to regular sick and holiday pay — 5 paid family leave days per year.

(CA) California

Alumnae Resources
120 Montgomery Street
Suite 600
San Francisco, CA 94104 [Region 09]
Contact: Anne Sparks, Program Director
(415) 274-4708 **Type of Organization:** Non-profit
Program: Formalized a benefits plan for the organization's 30 employees including four months maternity leave, adoption leave, compassion leave and domestic partner coverage.

American Association for Medical Transcription
3460 Oakdale Road
Suite M
Modesto, CA 95355 [Region 09]
Contact: Claudia Tessier, Executive Director
(209) 551-0883 **Type of Organization:** Non-profit
Program: Completed a salary program, reclassified several positions and raised salaries for support staff; increased the amount of sick leave that can be used to care for ill family members.

An Income of Her Own
P.O. Box 987
Santa Barbara, CA 93102 [Region 09]
Contact: Lynn G. Karlson, Program Manager
(805) 687-0983 **Type of Organization:** Non-profit
Program: Began Camp Start-Up, a two week residential camp which teaches young women the skills necessary to start their own businesses.

Bank of America
One South Van Ness
San Francisco, CA 94103 [Region 09]
Contact: Valerie Pinkert, Senior Vice President
(415) 241-3010 **Type of Organization:** Business
Program: Began providing subsidized in-home back-up care; is developing kits to help managers design and introduce flexible work arrangements.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Bay Area Emergency Care Consortium

Farella, Braun & Martel
235 Montgomery Street
San Francisco, CA 94104 [Region 09]

Contact: Kathryn Oliver, Esq.
(415) 954-4459 **Type of Organization:** Business

Program: This consortium of seven Bay Area businesses has begun offering employees fully or partially subsidized emergency/back-up dependent care through an 800 number. The service, administered by Caregivers on Call, is available 24-hours a day, year-round.

California Women's Law Center

6024 Wilshire Boulevard
Los Angeles, CA 90036 [Region 09]

Contact: Emmy Cresciman, Administrator
(213) 935-4101 **Type of Organization:** Non-profit

Program: Has begun offering employees work accommodations including flexible hours, part-time hours, telecommuting, and the ability to bring a newborn to work.

Chevron Corp.

575 Market Street
Room 1580
San Francisco, CA 94105 [Region 09]

Contact: Sue Osborn, Work/Family Coordinator
(415) 894-4010 **Type of Organization:** Business

Program: Implemented reduced hour and job sharing options with pro-rated benefits for full-time employees who need more time to meet family needs.

Children First, Inc., San Francisco

555 California Street
San Francisco, CA 94104 [Region 09]

Contact: Kathleen Brinckerhoff, Marketing/National Alliance Coordinator
(415) 988-1935 **Type of Organization:** Business

Program: Expanded their employee benefits package to include a flexible spending plan; backup child care and a literacy outreach program.

Children First, Inc., Los Angeles

550 South Hope St
Los Angeles, CA 90071 [Region 09]

Contact: Ann Soneto, Marketing/National Alliance Coordinator
Type of Organization: Business

Program: Expanded their employee benefits package to include a flexible spending plan, backup child care and a literacy program.

City of Compton, California

205 South Willowbrook Avenue
Compton, CA 90220 [Region 09]

Contact: Hon. Marcine B. Shaw, City Councilwaman
(310) 605-5590 **Type of Organization:** Gov't/Elected Official

Program: Began providing space for and co-funding two child care facilities in the City's multi-modal transit center. Full and half day care and development are provided for children ages 18 mos. to 5 yrs. This project began June 1, 1996.

Crystal Stairs, Inc.

5101 W Goldleaf Circle
Los Angeles, CA 90056 [Region 09]

Contact: Tanya Akel, Program Specialist
(213) 299-8998 **Type of Organization:** Non-profit

Program: Established a Spanish Language Child Care Initiative Project to give Spanish-speaking women the business skills and child development training needed to start their own businesses.

Del Norte Association for Developmental Services

1301 Northcrest Drive
Crescent City, CA 95531 [Region 09]

Contact: Nancy Borge, Executive Director
(707) 464-8338 **Type of Organization:** Non-profit

Program: Established an officiol agency policy allowing employees to work flexible schedules, leave work for school activities, work at home or bring children to work if day core is unavailable, and make up days missed for family reasons on weekends or holidays.

Downtown Child Development Center

5801 Sundale Avenue
Bakersfield, CA 93309 [Region 09]

Contact: Wendy Wayne, Division Administrator
(805) 398-5213 **Type of Organization:** Non-profit

Program: Created the Downtown Child Development Center, providing child care services for children in Bakersfield. The Center offers full day child care for six week old infants through five year old children.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Electric Power Research Institute
3412 Hillview Avenue
Palo Alto, CA 94304 [Region 09]
Contact: Ann Hanabusa, Mgr., Compensation & Benefits
(415) 855-2367 **Type of Organization:** Non-profit
Program: This 670-person non-profit collaborative implemented an employee assistance program, which is free of charge to all employees and their families. It includes a dependent care resource and referral service operated by a trained care consultant.

Employment Law Center, Legal Aid Society of San Francisco
1663 Mission Street
Suite 400
San Francisco, CA 94103 [Region 09]
Contact: Catherine Albiston, Skadden Project Attorney/ Skadden Fellow
(415) 864-8848 **Type of Organization:** Non-profit
Program: Developed the Work and Family Leave Project, designed to communicate Federal and State family and medical leave guarantees to women in low-wage occupations and to assist low-income workers in obtaining family or medical leave.

FamilyCare Inc.
5820 Stoneridge Mall Rd.
Suite 230
Pleasanton, CA 94588 [Region 09]
Contact: Cathy Leibow, President
(510) 426-5678 **Type of Organization:** Business
Program: Established an educational training program to increase the overall awareness of work/life programs.

Hewlett-Packard Co.
3000 Hanover Street
MS/20 AE
Palo Alto, CA 94304 [Region 09]
Contact: Susan Moriconi, HP Work/Life Manager
(415) 857-5952 **Type of Organization:** Business
Program: This 61,000-person company combined employee benefits into a Work/Life Program which includes benefits ranging from adoption assistance to benefit sharing to telecommuting to paid leave.

Hotel Employees and Restaurant Employees Union — Local 2
204 Golden Gate Avenue
San Francisco, CA 94102 [Region 09]
Contact: Mike Casey, President
(415) 864-8770 **Type of Organization:** Labor Union
Program: Negotiated a child and elder care fund with the San Francisco Hotels Multi Employer Group in August 1994. The hotels contribute $.05 for every hour worked for eligible members. The fund affects close to 7,000 workers.

Hughes Electronics
2000 E. El Segundo Boulevard
Building E7/S180
El Segundo, CA 90245 [Region 09]
Contact: K.A. Perkins, Human Resource Consultant Sr.
(310) 616-7352 **Type of Organization:** Business
Program: Offering free financial planning services to over 40,000 employees. Initiating mildly ill and emergency back-up child care. Providing lifecare counseling, education and referral services through The Dependent Care Connection, Inc.

La Raza Centro Legal
474 Valencia Street, Suite 295
San Francisco, CA 94103 [Region 09]
Contact: Carmen McVety, Development Director
(415) 575-3500 **Type of Organization:** Non-profit
Program: Developed the Domestic Workers Project to provide free legal education, advocacy and representation to domestic workers.

Lideres Campesinas en California
611 S. Rebecca Street
Pomona, CA 91766 [Region 09]
Contact: Mily Trevino Sauceda, Director
(909) 865-7776 **Type of Organization:** Non-profit
Program: Implemented the Health Worker Training Program to provide farmworker women with formal training as permanent health outreach workers.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Los Angeles Unified School District Commission for Gender Equity

1836 Nipoma Avenue
Lang Beach, CA 90815 [Regian 09]

Contact: Lynn Shaw, Trades Women Taskfarce Caordinator
(310) 430-9181 **Type of Organization:** School

Program: Developed an all female nontraditianal career exploration class through which public high school students try aut a dozen different trades. In the two semesters this class has been affered, 12 students have entered nontraditional occupations.

Los Angeles Unified School District Commission for Gender Equity — Pregnant Minor Task Force

450 N. Grand Avenue
H256
Los Angeles, CA 90012 [Region 09]

Contact: Donna Cassyd, Director LAUSD
(213) 625-4004 **Type of Organization:** Schools

Program: Raised $104,000 to match district funds and set up a District-Wide Office for Pregnant and Parenting Teens. Mandated that every secondary school in the district appaint a staff person as a designated teen parent advacate. Trained over 300 advocates.

Mission Valley R. O. P.

40230 Laiala Raad
Fremont, CA 94538 [Region 09]

Contact: Joan Fontana–Yaos, Program Manager
(510) 657-1647 **Type of Organization:** Nan-profit

Program: Recruits, assesses and enralls economically disadvantaged women in Women in the Trades' nantraditional job training in welding, canstruction/carpentry, plumbing, electrical, computer repair and auta technology. Wamen also receive support services.

Morrison & Foerster, LLP

345 Califarnia Street
San Francisca, CA 94101 [Region 09]

Contact: Kathleen N. Dykstra, Sr. Human Resaurces Manager
(415) 677-7401 **Type of Organization:** Law Firm

Program: Contracted with Children First, Inc. for access ta a backup child care center which will accammodate up to 35 children ages 3 manths thraugh 12 years. Also offers eligible workers 4 weeks of paid adoptian leave and in-hame backup dependent care.

New Ways to Work

785 Market Street, Suite 950
San Francisco, CA 94103 [Region 09]

Contact: Linda Marks, Director, FlexGroup
(415) 995-9860 **Type of Organization:** Non-profit

Program: Developed a Workbook to help firms that want ta faster greater flexibility evaluate arrangements such as flexitime, job sharing, compressed workweeks and telecommuting.

Nontraditional Employment for Women

1836 Nipoma Avenue
Lang Beach, CA 90815 [Region 09]

Contact: Lynn Shaw, Owner
(310) 430-9181 **Type of Organization:** Business

Program: Developed a database ta connect all the programs, individuals, organizations and businesses working an the issues related ta wamen in nantraditional employment.

Options Unlimited

2927 19th Street
Bakersfield, CA 93301 [Region 09]

Contact: Wendy Wayne, Chair
(805) 398-5213 **Type of Organization:** Non-profit

Program: Held "Options Unlimited Women's Business Canference" to help women expand personal, professional and management skills; start ar manage a small business; and cope with the challenges and appartunities of today's busy world of work. 1,500 attended.

Pacific Bell

2600 Camino Raman, Room 2N350-E
San Ramon, CA 94583 [Region 09]

Contact: Mae Jean Go, Manager, Human Resaurces Planning and Quality
(510) 355-3649 **Type of Organization:** Business

Program: Opened a hateling space with 45 cubicles for telecammuters in San Raman. In May af 1996, nearly 90% of workers reserving the hateling space were wamen.

Palcare

International Association of Machinists and Aerospace Worker
945 California Drive
Burlingame, CA 94010 [Region 09]

Contact: Jerry Nelson, Board President
(415) 340-1289 **Type of Organization:** Non-profit

Program: Provided 16 more low income working families with scholarships to use their extended hour Child care center. The facility is open from 5:00 a.m. to midnight, seven days a week.

Pension Rights Counseling Advocacy Program

1610 Bush Street
San Francisco, CA 94109 [Region 09]

Contact: Helen V. Wenzel, Staff Attorney
(415) 474-5171 **Type of Organization:** Non-profit

Program: Developing a special project to provide valuable pension information to women, particularly those about to retire or who have retired, who have been denied benefits or payments.

Philos Computer Solutions

475 14th Street, Suite 150
Oakland, CA 94612 [Region 09]

Contact: Maria Morena–Lane
(510) 836-1795 **Type of Organization:** Business

Program: Redefined full-time employment as 30 hours per week, qualifying more workers for full medical & retirement benefits. Established an annual scholarship of up to $2,000 for a girl who graduates from an Oakland public high school & pursues a science degree.

Project Step Up

San Joaquin Delta College
5151 Pacific Avenue
Stockton, CA 95207 [Region 09]

Contact: Jane Humes, Project Director
(209) 474-5235 **Type of Organization:** Non-profit

Program: San Joaquin Delta College houses Project Step Up — a Vocational Education Gender Equity Project designed to promote in-plant training and apprenticeships for women working in the manufacturing and construction industries.

Rancho Vista National Bank

1385 E Vista Way
Vista, CA 92084 [Region 09]

Contact: Judy Stewart, President/CEO
(619) 631-2523 **Type of Organization:** Business

Program: With the Vista Community Clinic, makes zero interest loans for 18–24 months to help pregnant women cover the cost of having their babies. The bank has funded approximately 150 such loans averaging $2,000 each.

San Bernadino County Human Resources Dept.

157 W. Fifth Street
San Bernardino, CA 92401 [Region 09]

Contact: Barbara L. Musselman, County Women's Network Pres.
(909) 387-5570 **Type of Organization:** Non-profit

Program: Established a mentoring program for women working for San Bernadino County. 250 women have now joined to foster personal and professional growth, share knowledge and expertise, and increase the visibility of women in the workforce.

San Francisco Commission on the Status of Women

25 Van Ness, Room 130
San Francisco, CA 94102 [Region 09]

Contact: Sonia Melara, Executive Director
(415) 252-2570 **Type of Organization:** Gov't/Elected Official

Program: Held Women's Economic Agenda Summit; developed comprehensive strategy for women's economic empowerment; published guidelines for government, foundations, employers and women's organizations to address women's economic needs; held follow-up conference.

San Francisco Commission on the Status of Women — Sexual Harassment Task Force

25 Van Ness #130
San Francisco, CA 94102 [Region 09]

Contact: Ann Lehman, Employment Specialist
(415) 252-2572 **Type of Organization:** Gov't/Elected Official

Program: Created Sexual Harassment Task Force; designed comprehensive plan for improving City and County sexual harassment policies; implemented Sexual Harassment Hotline in July 1996.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Santa Clara Valley Water District

5750 Almaden Expressway
San Jose, CA 95120 [Region 09]
Contact: Cheri Northup, Work Family Care Committee Leader
(408) 265-2600 **Type of Organization:** Gov't/Elected Official
Program: Formed Work/Family Care Committee; offers flexible work schedules; conducts brown bag lunches with care providers; provides sick child care referrals, summer programs, elder care housing, special needs programs for its 600 employees.

Santa Monica Commission on The Status of Women

Santa Monica City Hall
1685 Main Street, Room 212
Santa Monica, CA 90401 [Region 09]
Contact: Lindsey Haley, Staff Liaison
(310) 458-8701 **Type of Organization:** Gov't/Elected Official
Program: Expanded "Take Our Daughters to Work Day"; held a Career and Business Fair focusing on jobs, career choices and business start-up opportunities.

Service Employees International Union (SEIU) #10

337 17th Street
Oakland, CA 94612 [Region 09]
Contact: Vernice Womack, Executive Director
(510) 452-2366 **Type of Organization:** Labor Union
Program: With Labor Project for Working Families, established two neighborhood-based Workers Centers, providing job referrals, training and support for home care workers.

Society for International Development — San Diego–Tijuana

1250 Cleveland Avenue, #F305
San Diego, CA 92103 [Region 09]
Contact: Afra Roet, Co-President
(619) 296-3459 **Type of Organization:** Non-profit
Program: Held a symposium to celebrate United Nations Social Summit and to address concerns in the areas of business, education, occupational health/environment and government.

Soroptimist Legislative Workshop, Inc.

Box 18628
South Lake Tahoe, CA 96151 [Region 09]
Contact: Del Laine, Coordinator
(916) 544-6249 **Type of Organization:** Non-profit
Program: Developed a fax network highlighting opportunities for upward mobility and providing information on funds available to help in achieving career goals.

Southern California Edison

2244 Walnut Grove, Room 440
Rosemead, CA 91770 [Region 09]
Contact: Frank Quevedo, Vice President, Equal Opportunity
(818) 302-8802 **Type of Organization:** Business
Program: Based on a session with 6 vice presidents and 50 employees, developing a network of near-site child care services; flextime options; job sharing; alternate work locations for use during family hardships; a lactation program; and dependent care referral.

The Labor Project For Working Families

IIR, 2521 Channing Way, #5555
Berkeley, CA 94720 [Region 09]
Contact: Netsy Firestein, Director
(510) 643-6814 **Type of Organization:** Non-profit
Program: Working with the Employment Law Center to provide trainings to low income women on the Family and Medical Leave Act. Done extensive outreach to unions representing janitors, hotel workers, garment workers, factory workers and retail store clerks.

University of California, Berkeley

Tang Center University of California, Berkeley
Room 3100
Berkeley, CA 94720-4300 [Region 09]
Contact: Patrick Conlin, Technical Manager, Care Services
(510) 643-7754 **Type of Organization:** Public: Higher Education
Program: Implementing an in-house elder/adult dependent care counseling, education, and resource referral program for the University's 15,000 faculty and staff. Expanding the existing Guide for Working Parents to include elder/adult dependent care.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Wells Fargo Bank
120 Kearny Street
23rd Floor
San Francisco, CA 94108 [Region 09]
Contact: Lucy Reid, Executive Vice President
(415) 396-7328 **Type of Organization:** Business
Program: Committed in September 1995 to lending $1 billion to women-owned businesses across the United States within 3 years.

Women in Business International
P.O. Box 425
Laguna Beach, CA 92652 [Region 09]
Contact: Audrey Prosser, President
(714) 588-0738 **Type of Organization:**
Program: Implemented a mentoring project including career assessment and exploration workshops, mentoring opportunities and industry panels. The project is geared to women who are college bound or in college.

(CO) Colorado

AAUW–Denver Branch
3085 Fairfax Street
Denver, CO 80201 [Region 08]
Contact: Dorothy Phillips, Chairman — Education in Branch
(303) 333-7877 **Type of Organization:** Non-profit
Program: Recognized 20 "unsung" women heroes; began providing tutoring and other services for Girls Count, an organizations that encourages girls to focus on math, science and technology.

Adams County School District #12
11285 Highline Drive
Northglenn, CO 80233 [Region 08]
Contact: Barb Galicia, Administrator
(303) 451-1561 **Type of Organization:** School District
Program: Joined the Metropolitan Employers Dependent Care Association to provide the following programs for its 2,500 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Adult Care Management
303 E. 17th Street
Suite 770
Denver, CO 80203 [Region 08]
Contact: Cindy Payne, Human Resources Manager
(303) 831-4787 **Type of Organization:** Business
Program: Joined the Metropolitan Employers Dependent Care Association to provide the following programs for its 85 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Advanced Energy Industries, Inc.
1625 Sharp Point Drive
Fort Collins, CO 80525 [Region 08]
Contact: Jan Schmidtbauer, Human Resources Administrator
(970) 407-6284 **Type of Organization:** Business
Program: Co-founded and joined the Front Range Dependent Care Association (FRDCA), which provides the following programs for its 700 employees: child care and adult care referrals; in-home sick child care; and emergency child care.

Aspen Leaf Kitchen, Ltd.
255 S.W. 42nd
Unit B
Loveland, CO 80537 [Region 08]
Contact: Christina Nilsson, Marketing Director
(970) 416-5747 **Type of Organization:** Business
Program: This 20-person business developed informal policies to allow parents to participate in their children's school events, take paid leave to care for a sick child, and bring children to work during child care emergencies.

Avista Hospital
100 Health Park Drive
Louisville, CO 80027 [Region 08]
Contact: Mark Fowler, Human Resources Manager
(303) 673-1260 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association (BBDCA) to provide the following programs for its 400 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Bank of Boulder

3033 Iris Avenue
Boulder, CO 80301 [Region 08]

Contact: Anne Voughn, Humon Resources Director
(303) 938-4606 **Type of Organization:** Business

Program: Joined the Boulder Business Dependent Core Association (BBDCA) to provide the following programs for its 95 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Bank One, Colorado NA

7301 No. Federal Boulevard
Westminster, CO 80030 [Region 08]

Contact: Kathy Rasca, Vice President/Sr. Humon Resources Consultant
(303) 430-6866 **Type of Organization:** Business

Program: Through Bright Beginnings, working to build an informed constituency on behalf of children. Joined the Boulder Business Dependent Care Association to provide in-home and emergency care, child and adult care referral, and school age child care vouchers.

Boulder Business Dependent Care Association

1017 S. Boulder Road, Suite F
Louisville, CO 80027 [Region 08]

Contact: Cindy Carillo, Administrator
(303) 604-6545 **Type of Organization:** Non-profit

Program: This non-profit consortium was organized to provide cost effective, meaningful child and adult care programs for employees of area companies. Currently includes 14 employers with 8–9,000 workers. In 1995, added adult care referral to services offered.

Boulder Publishing, Inc.

1048 Pearl Street
Boulder, CO 80302 [Region 08]

Contact: Dani Ross, Human Resources Director
(303) 473-1257 **Type of Organization:** Business

Program: Joined the Boulder Business Dependent Care Association (BBDCA) to provide the following programs for its 240 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Bright Beginnings c/o Children's Campaign

225 E. 16th Avenue
Suite B-300
Denver, CO 80203 [Region 08]

Contact: Pam Anderson, Administrative Assistant
(303) 839-1580 **Type of Organization:** Non-profit

Program: Published and disseminated three resources guides to improve the response of Colorado businesses to child care issues.

Career Choices, Inc.

1017 S. Gaylard Street
Suite B
Denver, CO 80209 [Region 08]

Contact: Jody Allen–Smith, Co President
(303) 777-6954 **Type of Organization:** Non-profit

Program: Sponsored Colorado's First Work and Family Conference, which was attended by 75 human resource professionals. Followed up with monthly educational workshops, a free job search networking session, a newsletter, and a monthly job exchange bulletin.

Career Track, Inc.

3080 Center Green Drive
Boulder, CO 80301 [Region 08]

Contact: Koren Dempsey, Human Resources Administrator
(303) 447-2323 **Type of Organization:** Business

Program: Joined the Boulder Business Dependent Core Association (BBDCA) to provide the following programs for its 375 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Children's Services of Colorado, Inc

390 Union Blvd. Suite 210
Lakewood, CO 80215 [Region 08]

Contact: Connie Adam, Director
( ) - **Type of Organization:** Non-profit

Program: Set up child care centers in Boulder and Empire, Colorado for Headstart children; provides funds to centers for federal food programs, foster care and low-income children; also funds formal teacher training to center employees.

City & County of Denver, Agency for Human Rights Relations

First Western Plaza
303 W. Colfax Avenue, Suite 1600
Denver, CO 80204 [Region 08]

Contact: Chaer Robert, Director, Denver Women's Commission
(303) 640-2679 **Type of Organization:** Gov't/Elected Official

Program: City Women's Interagency Task Force reviewed Denver's FMLA policy for compliance with Federal regulations; printed brochure covering FMLA, child care, flexible schedules, insurance & other informotion for new city employees.

City of Fort Collins

200 W. Mountain
Suite A
Fort Collins, CO 80521 [Region 08]

Contact: Laurie Harvey, Human Resources
(970) 221-6828 **Type of Organization:** Business

Program: Joined the Front Range Dependent Care Association (FRDCA) the following programs for its 1,200 employees: child care ond adult care referrals; in-home sick child care; and emergency child care.

City of Loveland

500 E. 3rd Street
Loveland, CO 80537 [Region 08]

Contact: Paul Toth, Human Resources
(970) 962-2375 **Type of Organization:** Gov't/Elected Official

Program: Charter member of the Front Range Dependent Care Association (FRDCA), which provides the following programs for its 350 employees: child care ond odult care referrals; in-home sick child care; ond emergency child care.

City of Westminster

4800 W. 92nd Avenue
Westminster, CO 80030 [Region 08]

Contact: Pam Hall-Spring, Senior Personnel Analyst
(303) 430-2400 **Type of Organization:** Gov't/Elected Official

Program: Joined the Metropolitan Employers Dependent Care Association to provide the following programs for its 675 employees: in-home and emergency care; enhanced child core referral; adult care referral; and school age child care vouchers.

Colorado AFL-CIO

2460 W. 26th Ave
Bldg C, Suite 350
Denver, CO 80211 [Region 08]

Contact: Bob Greene, President
(303) 433-2100 **Type of Organization:** Labor Union

Program: Implemented "Bring your Babies to Work," allowing working women to bring newborns to work for the first six months.

Colorado Department of Human Services Business Commission on Child Care Financing

1575 Sherman Street
Denver, CO 80203 [Region 08]

Contact: Grace Hardy, Coordinotor
(303) 866-5860 **Type of Organization:** Gov't/Elected Official

Program: Studying ways to improve the provision of affordable, quality child care in the state and implement solutions. First initiative implemented wos o $12 million child care tax credit for state's working families.

Colorado Governor's Job Training Office

720 S. Colorado Boulevard
Suite 550
Denver, CO 80222 [Region 08]

Contact: Vicki Ricketts, Attorney, Mgr of Legal & Support Services
(303) 758-5020 **Type of Organization:** Gov't/Elected Official

Program: This 20-person office created a "Bring Your New Baby to Work" program thot is serving as a model by other employers. It is also allowing employees to work at home 2–3 days o week if the arrangement is compatible with their work.

Colorado Women's Business Office

1625 Broadway
Suite 1710
Denver, CO 80202 [Region 08]

Contact: Cecelia Ortiz, State Director
(303) 892-3840 **Type of Organization:** Gov't/Elected Official

Program: Sponsored o Women's Business Summit; ran "Colorado Camp Entrepreneur" for young women; convened various forums, task forces ond women's conferences.

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Confer Tech International

12110 North Pecos Street
Westminster, CO 80030 [Region 08]
Contact: Claire Wolsh, Human Resources Manager
(303) 633-3060 **Type of Organization:** Business
Program: Joined the Metropolitan Employers Dependent Care Association to provide the following programs for its 375 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Cortech, Inc.

6850 N. Broadway
Unit 6
Denver, CO 80221 [Region 08]
Contact: Pomela Milcos, Sr. Human Resources Assistant
(303) 657-7410 **Type of Organization:** Business
Program: Founding member of the Metropoliton Employers Dependent Care Association, which provides the following programs for its 140 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Data Ray Corporation

12300 Pecos Street
Westminster, CO 80030 [Region 08]
Contact: Dawn Tafoya, Human Resources Manager
(303) 451-1300 **Type of Organization:** Business
Program: Joined the North Employers Dependent Care Association (NEDCA) to provide the following programs for its 120 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Delta Sigma Theta Sorority, Inc., Denver Alumnae Chapter

3064 Zion Street
Aurora, CO 80011 [Region 08]
Contact: Yvonne Parker, President
(303) 343-3146 **Type of Organization:** Non-profit
Program: Offers computer training for middle school girls on Saturdays. Members volunteer their time to Warren Village to care for children of single parents who are working or attending school.

EchoStar Communications Corporation

90 Inverness Circle E.
Englewood, CO 80112 [Region 08]
Contact: Polly Dowkins, Manager, Compensation and Benefits
(303) 799-8222 **Type of Organization:** Business
Program: Founding member of the South Employers Dependent Care Association (SEDCA), which provides the following programs for its 300 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Evolving Systems, Inc.

8000 E. Maplewood Avenue
Englewood, CO 80111 [Region 08]
Contact: Nancy Repling, Human Resource Manager
(303) 802-0100 **Type of Organization:** Business
Program: Implemented an Employee Assistance Program. Adopted the Renaissance Chapter School K-8, which many employees' children attend; planning to build a new on-site child care center that will be contracted out to the Renaissance School.

Exabyte

1685 38th Street
Boulder, CO 80301 [Region 08]
Contact: Sherri Romsey, Human Resources
(303) 417-7705 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 1,100 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Front Range Employers Dependent Care Association

1017 South Boulder Road
Suite F
Louisville, CO 80027 [Region 08]
Contact: Cindy Carillo, Administrator
(303) 604-6545 **Type of Organization:** Non-profit
Program: This non-profit consortium was organized to provide cost effective, meaningful child and adult care programs for employees of area companies. Currently includes 7 employers with 4,400 workers.

Gerry Baby Products Company
1500 E. 128th Avenue
Thornton, CO 80241 [Region 08]
Contact: Denise Moody, Recruiter/ Compensation Generolist
(303) 450-3250 **Type of Organization:** Business
Program: Joined the Metropoliton Employers Dependent Core Association to provide the following programs for its 85 employees: in-home ond emergency core; enhanced child care referral; adult care referral; and school oge child core vouchers.

Gold Mine & Jazz Alley Casinos
17301 W. Colfax Avenue
Suite 275
Golden, CO 80401 [Region 08]
Contact: Cindy Stewort, Director of Personnel
(303) 277-0811 **Type of Organization:** Business
Program: Implemented policies regarding child core, 401(k) pensions, employee ossistonce program, returning to work, paid ond personol leove. Estoblished "feeder pools" for odvoncement, ond the evoluotion of poy levels/ronges for oll positions in organizotion.

Hunter Douglas, Inc., WFD
One Duette Woy
Broomfield, CO 80020 [Region 08]
Contact: Michoel J.P. Burns, V.P. Humon Resources
(303) 466-1848 **Type of Organization:** Business
Program: Joined the Metropolitan Employers Dependent Care Associotion to provide the following programs for its 700 employees: in-home ond emergency core; enhonced child core referrol; odult core referrol; and school age child core vouchers.

IMI Norgren, Inc.
5400 S. Deloware
Littleton, CO 80120 [Region 08]
Contact: Mortho Porsley, SEDCA Boord of Directors Member/Employment Supervisor
(303) 794-5000 **Type of Organization:** Business
Program: Founding member of the South Employers Dependent Care Associotion (SEDCA), which provides the following programs for its 750 employees: in-home and emergency care; enhanced child core referral; adult core referral; and school oge child care vouchers.

Information Handling Service (IHS)
15 Inverness Woy E.
Englewood, CO 80112 [Region 08]
Contact: Beth Dickinson, Manager of Compensotion ond Benefits
(303) 397-2220 **Type of Organization:** Business
Program: Founding member of the South Employers Dependent Care Association (SEDCA), which provides the following programs for its 975 employees: in-home ond emergency core; enhanced child care referrol; adult care referrol; and school oge child care vouchers.

Jeppesen
55 Inverness Drive Eost
Englewood, CO 80112 [Region 08]
Contact: Gwen Underwood, Benefits Administrotor
(303) 784-4515 **Type of Organization:** Business
Program: Founding member of the South Employers Dependent Care Associotion (SEDCA), which provides the following progroms for its 680 employees: in-home ond emergency care; enhanced child core referrol; odult core referrol; ond school oge child core vouchers.

Kaiser Permanente
2500 South Havano Street
Aurora, CO 80014 [Region 08]
Contact: Jonice P. Sosios, SPHR, Director of Compensotion ond Benefits
(303) 338-3921 **Type of Organization:** Business
Program: Storted "Second String," on emergency back-up child core facility to assist employees when their regulor child core orrongements foil, school is closed or their children ore mildly ill. To date, over 100 children hove used the facility.

Kuni Lexus, Inc.
6160 So. Broadway
Littleton, CO 80120 [Region 08]
Contact: Louro Carlisle, Operations Controller
(303) 798-9648 **Type of Organization:** Business
Program: Joined the South Employers Dependent Core Association (SEDCA) to provide the following progroms for its 45 employees: in-home and emergency core; enhanced child care referrol; odult care referrol; and school oge child care vouchers.

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Lidke & Associates

10 Iverness Drive E
#110
Englewood, CO 80112 [Region 08]

Contact: Lisa Lidke, CEO
(303) 649-1922 **Type of Organization:** Business

Program: This small, woman-owned Insurance firm developed personnel policies including: flexible work hours, paid sick leave (to care for self, spouse or child), wellness/ill care, personal days to attend outside activities and the "Adopt a School" program.

Life Partners Group

7887 E. Belleview Avenue
Englewood, CO 80111 [Region 08]

Contact: Melinda Maroney, Benefits Administrator
(303) 779-1111 **Type of Organization:** Business

Program: Founding member of the South Employers Dependent Care Association (SEDCA), which provides the following programs for its 700 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Lincoln Trust Company

6312 So. Fiddler's Green Circle, Suite 400-E
Englewood, CO 80111 [Region 08]

Contact: Linda Hosler, Vice President, Human Resources
(303) 771-1000 **Type of Organization:** Business

Program: Has begun providing lunchtime training for its 160 employees (80% of whom are women) on work family issues and conflict resolution.

Longmont United Hospital

1950 Mountain View Avenue
Longmont, CO 80501 [Region 08]

Contact: Horry R. Nevling, SPHR, VP for Human Resources
(303) 651-5030 **Type of Organization:** Non-profit

Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 700 employees: in-home ond emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Loveland Good Samaritan

2101 So. Gorfield
Loveland, CO 80537 [Region 08]

Contact: Debbie St. John, RN, Registered Nurse
(970) 669-3100 **Type of Organization:** Business

Program: Joined the Front Range Dependent Care Association (FRDCA) to provide the following programs for its 185 employees: child care and adult care referrals; in-home sick child care; and emergency child care.

McKee Medical

P.O. Box 830
Loveland, CO 80539 [Region 08]

Contact: Wayne Farrar, Personnel
(970) 669-4640 **Type of Organization:** Business

Program: Joined the Front Range Dependent Care Association (FRDCA) to provide the following programs for its 800 employees: child care and adult care referrals; in-home sick child care; and emergency child care.

Merrill Lynch

3840 S. Wadsworth
Lakewood, CO 80215 [Region 08]

Contact: Jennifer Stewart, Human Resources Consultant
(303) 969-4142 **Type of Organization:** Business

Program: Joined the South Employers Dependent Care Association (SEDCA) to provide the following programs for its 800 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Metropolitan Employers Dependent Care Association

1017 S. Boulder Road
Suite F
Louisville, CO 80027 [Region 08]

Contact: Cindy Carillo, Administrator
(303) 604-6545 **Type of Organization:** Non-profit

Program: This non-profit consortium, formerly known as the North Employers Dependent Care Association, was organized to provide cost effective, meaningful child and adult care programs for employees of area companies. Currently includes 7 employers with 5–6,000

Micro Motion, Inc.
7070 Winchester Circle
Boulder, CO 80301 [Region 08]
Contact: Sharon Grambone, Benefits Analyst
(303) 530-8082 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following progroms for its 540 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child core vouchers.

National Coalition Against Domestic Violence
P.O. Box 18749
Denver, CO 80218 [Region 08]
Contact: Rita Smith, National Coordinator
(303) 839-1852 **Type of Organization:** Non-profit
Program: In September 1995, began offering its 11 full and part-time employees (all of whom are women) health, vision and dental benefits.

Neodata Services, Inc.
833 South Boulder Road
Louisville, CO 80027 [Region 08]
Contact: Michelle Luethy, Human Resources
(303) 665-1675 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 2,500 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Nextstar Pharmaceutical
2860 Wilderness Place
Boulder, CO 80301 [Region 08]
Contact: Kathy Halderman, or Pam Monier, Human Resources
(303) 546-7807 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 200 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school oge child care vouchers.

Norlarco Credit Union
P.O. Box 528
Fort Collins, CO 80522 [Region 08]
Contact: Ray Killough, Vice President, Human Resources
(970) 416-5050 **Type of Organization:** Business
Program: Joined the Front Range Dependent Care Association (FRDCA) to provide the following programs for its 150 employees: child care and adult care referrals; in-home sick child care; and emergency child care.

Northeast Women's Center
4821 E. 38th Avenue
Denver, CO 80207 [Region 08]
Contact: Hazel Whitsett, Executive Director
(303) 355-3486 **Type of Organization:** Non-profit
Program: Initiated a new vocationol training program to prepare participants (mainly single mothers) for entry level positions in word processing. The course includes training in word processing, business math and English.

Pear Commercial Interiors
3655 Frontier Avenue
Boulder, CO 80301 [Region 08]
Contact: Lisa Thomas, Human Resources
(303) 444-4833 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 47 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Pentax Corporation
35 Inverness Drive East
Englewood, CO 80112 [Region 08]
Contact: Ann H. Welsch, Human Resources Monager
(303) 643-0304 **Type of Organization:** Business
Program: Joined the South Employers Dependent Care Association (SEDCA) to provide the following programs for its 212 employees: in-home and emergency care; enhanced child care referral; adult core referrol; and school age child care vouchers.

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Poudre Valley Hospital

1024 Lemay Avenue
Fort Collins, CO 80524 [Region 08]
Contact: Mark Weaver, Manager/Human Resources
(970) 495-7302 **Type of Organization:** Business
Program: Joined the Front Ronge Dependent Core Association (FRDCA) to provide the following programs for its 1,400 employees: child care and adult care referrals; in-home sick child care; and emergency child care.

Pumpkin Masters

P.O. Box 80206
427 E. Bayoud Avenue
Denver, CO 80209 [Region 08]
Contact: Keo Bordeen, President
(303) 722-4442 **Type of Organization:** Business
Program: This 15-person business created a job shore program, purchased gym equipment and trained employees to use the equipment.

Rocky Mountain Tradeswomen

520 E. 78th Place
Denver, CO 80229 [Region 08]
Contact: Phyllis J. Berti, President
(303) 287-4838 **Type of Organization:** Non-profit
Program: Offers educational forums on non-traditional fields to middle and high school students (particularly girls); also provides job search assistance to women seeking nontraditional jobs.

S.M. Stoller Corporation

5700 Flatiron Parkway
Boulder, CO 80301 [Region 08]
Contact: Human Resources Manager
(303) 546-4393 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 67 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

South Employees Dependent Care Association

1017 S. Boulder Road
Suite F
Louisville, CO 80027 [Region 08]
Contact: Cindy Carillo, Administrator
(303) 604-6545 **Type of Organization:** Non-profit
Program: This non-profit consortium was organized to provide cost effective, meaningful child and adult care programs for employees of area companies. Currently includes 11 employers with more than 6,000 workers.

South Metro Denver Chamber of Commerce

7901 South Park Plaza
Suite 110
Littleton, CO 80120 [Region 08]
Contact: Director of Economic Development
(303) 795-0142 **Type of Organization:** Business
Program: Founding member of the South Employers Dependent Care Association (SEDCA), which provides the following programs for its 20 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Syntex Chemicals, Inc.

2075 N. 55th Street
Boulder, CO 80302 [Region 08]
Contact: Carol Creech, Laboratory Systems Coordinator
(303) 938-6488 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 275 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Telectronics Pacing

7400 S. Tucson Way
Englewood, CO 80112 [Region 08]
Contact: Deonna Heyn, Sr. Human Resources Administrator
(303) 799-2419 **Type of Organization:** Business
Program: Joined the South Employers Dependent Care Association (SEDCA) to provide the following programs for its 1,200 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

The Empowerment Program
1245 E. Colfax Avenue, #404
Denver, CO 80218 [Region 08]
Contact: Carol Lease, Director
(303) 863-7817 **Type of Organization:** Non-profit
Program: Developed "Project Break Through," a 3-week program of life skills and pre-employment workshops and career testing/assessment for non-traditional careers. The program targets women offenders and ex-offenders and women with HIV or AIDS.

The Work Options Group
1017 South Boulder Road
Suite F
Louisville, CO 80027 [Region 08]
Contact: Cindy Carrillo, President
(303) 604-6545 **Type of Organization:** Business
Program: Worked with groups of employers in Colorado on the development of a consortium model to address child care and elder care issues. Because of the Work Option's Group vision 46 employers are now providing 23,515 employees meaningful access to Child care.

UNIPAC
3015 S. Parker Road
Aurora, CO 80014 [Region 08]
Contact: Jan Barreth, Human Resource Supervisor
(303) 696-5174 **Type of Organization:** Business
Program: Joined the South Employers Dependent Care Association (SEDCA) to provide the following programs for its 630 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

University Corporation for Atmospheric Research (UCAR)
P.O. Box 3000
Boulder, CO 80301 [Region 08]
Contact: Laurie Carr, Employment Manager
(303) 497-8702 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 540 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

University of Denver Graduate School of Social Work
GSSW, University of Denver
2148 S. High Street
Denver, CO 80208 [Region 08]
Contact: John F. Janes, Dean
(303) 871-2203 **Type of Organization:** Non-profit
Program: Implemented an increase in pay and benefits for women faculty and staff, which brought their salaries up to the level of their male counterparts.

Valleylab, Inc.
5920 Longbow Drive
Boulder, CO 80301 [Region 08]
Contact: Jean Aara, Director, Human Resources
(303) 530-6397 **Type of Organization:** Business
Program: Joined the Boulder Business Dependent Care Association to provide the following programs for its 825 employees: in-home and emergency care; enhanced child care referral; adult care referral; and school age child care vouchers.

Warren Village
1323 Gilpin Street
Denver, CO 80218 [Region 08]
Contact: Geri Brown, Family Service Director
(303) 321-2345 **Type of Organization:** Non-profit
Program: This non-profit residential housing program for single parents and their children implemented a mentoring program aimed at encouraging parents to complete high school and undertake training. All residents are required to participate.

Women in Community Service, Inc. (WICS)
1720 Broadway
Suite 1730
Denver, CO 80201 [Region 08]
Contact: Karen S. Ely, Regional Director
(303) 844-1640 **Type of Organization:** Government Contractor
Program: Founded The Women's Connection to prepare at risk young women, 16 years of age and over, for participation in the workforce. The Women's Connection has worked with more than 800 women in the Denver metropolitan area.

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(CT) Connecticut

Aetna Life & Casualty
151 Farmington Avenue
Hartford, CT 06156 [Region 01]
Contact: Lauro J. Dyson–Evancho, Consultant, Employee Practices, RS2A
(860) 273-4571 **Type of Organization:** Business
Program: Initiated Healthy Beginnings, a prenatal health education program for its 42,000 workers; began offering FutureSaver, an interactive retirement planning software package; increased its adoption reimbursement from $2,000 to $3,000 per child.

City of New Britain
27 W. Main Street
New Britain, CT 06051 [Region 01]
Contact: Sandra C. Laether, Personnel Analyst
(860) 826-3404 **Type of Organization:** Gov't/Elected Official
Program: Negotiated contract with unions offering city workers flexible work schedules; expanded mammogram screening program to include New Britain General Hospitol employees. The City has 622 workers. The Hospital has 2,700.

Connecticut Women's Education and Legal Fund (CWEALF)
135 Broad Street
Hartford, CT 06105 [Region 01]
Contact: Ann Stanback, Executive Director
(860) 247-6090 **Type of Organization:** Non-profit
Program: Launched a statewide initiative recognizing and supporting exemplary non-traditional programs for girls and women.

DCC/The Dependent Care Connection, Inc.
400 Nyala Farms
Westport, CT 06880 [Region 01]
Contact: John B. Place, President
(203) 226-2680 **Type of Organization:** Business
Program: Began offering an enhanced prenatal counseling and referral progrom, which includes counseling and referral services as well as a kit of infant products and educational materials, to its 100 employees and more than 125 corporate and government clients.

Entrepreneurial Center, Hartford College for Women
50 Elizabeth Street
Hortford, CT 06105 [Region 01]
Contact: Jean Blake–Jackson, Associate Director
(860) 768-5618 **Type of Organization:** Non-profit
Program: Began self-assessment workshop for prospective entrepreneurs and small business training program.

GTE Service Corporation
One Stamford Forum
Stamford, CT 06904 [Region 01]
Contact: Francine Riley, Practice Leader–Organization Effectiveness
(203) 965-3223 **Type of Organization:** Business
Program: Held teleconferences for employees and their families on college planning attended by more than 4,000 employees at more than 70 sites.

ITT Hartford
Hartford Plaza
690 Asylum Avenue
Hartford, CT 06115 [Region 01]
Contact: Kim B. Coughlin, Consultant — Work/Life
(860) 547-5621 **Type of Organization:** Business
Program: Drafted Flexible Work Arrangement guidelines and shared them with the company's 18,000 employees.

Phoenix
One American Row
P.O. Box 5056
Hartford, CT 06102 [Region 01]
Contact: Fredrica Gray, Director, Individual Marketing
(860) 403-7263 **Type of Organization:** Business
Program: Began reimbursing employees 80% of many of the costs of adoption up to $2,000 per child (for up to 2 adoptions); initiated a sliding scale discount rate for its on-site day care center. The company has 2,479 home office employees.

United Illuminating Company

P.O. Box 1564
157 Church Street MS 1-12E
New Haven, CT 06501 [Region 01]

Contact: Joanne Durand, Sr. Equal Opportunity Manager
(203) 499-2672 **Type of Organization:** Business

Program: Began offering vocational evaluation and career exploration help to at least 20 homeless women with children from Goodwill's Life Haven Program; initiated an "InfoLunch" seminar series on work/family issues for its 1,355 employees.

United Technologies Corp.

1 Financial Plaza
MS 504
Hartford, CT 06101 [Region 01]

Contact: Patricia P. Wu–Murad, Mgr., Workforce Diversity
(860) 728-7844 **Type of Organization:** Business

Program: Expanded its 24 hour child/elder care hotline to cover 48,915 workers; expanded its tuition reimbursement program to offer eligible employees paid leave for half of their classroom hours and fully reimburse the cost of required books.

Urban League of Southwestern Connecticut

46 Atlantic Street
Stamford, CT 06901 [Region 01]

Contact: Charles Shepherd, President
(203) 327-5810 **Type of Organization:** Non-profit

Program: Launched the African American Leadership Project, which placed 25 women and men with leadership qualities in community centers and helped them initiate and lead projects addressing community needs.

(DC) District of Columbia

American Association of Retired Persons (AARP)

601 E Street, N.W.
Washington, DC 20049 [Region 03]

Contact: Elizabeth Lane, Coordinator, Work/Life Program
(202) 434-2835 **Type of Organization:** Unknown

Program: Began implementation of the Work/Life Program providing child care resource and referral (through Work Family Connections); discounts on summer camp, day care and other services; and flexible work arrangements for AARP's 1,800 employees.

Arnold & Porter

555 Twelfth Street, NW
Washington, DC 20001 [Region 03]

Contact: Mary Ann Lundy, Director
(202) 942-5437 **Type of Organization:** Business

Program: In July 1995, this law firm opened a full-time, on-site child care center for its 900 employees. It has 55 spaces, 15 of which are reserved for backup. Provides back-up care evenings and weekends.

Association for Women in Science

1200 New York Avenue, N.W.
Suite 650
Washington, DC 20005 [Region 03]

Contact: Catherine Didion, Executive Director
(202) 326-8940 **Type of Organization:** Non-profit

Program: Established mentoring project, funded by National Science Foundation, with 12 community-based mentoring programs nationwide. The goal is to raise the number of women who attain bachelor's and advanced degrees & successful careers.

Bureau of National Affairs, Inc.

1231 25th Street, N.W.
Room S-100
Washington, DC 20037 [Region 03]

Contact: Work & Family Coordinator
(202) 452-4217 **Type of Organization:** Business

Program: Opened Capital Kids, a near-site back-up child care center providing emergency care for children 2 months to 10 years old; has increased lifetime dental & orthodontic benefit from $1,000 to $2,000; mental health benefits now, also.

Gallaudet University

800 Florida Avenue, N.E.
Washington, DC 20002 [Region 03]

Contact: Denise LaRue, Director, Human Resources
(202) 651-5350 **Type of Organization:** Educational Institution

Program: Established an Employee Assistance Program (EAP) to provide assistance and resource information to employees experiencing personal difficulties.

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M.A. Mortenson Co.

P.O. Box 20091
Washington, DC 20001 [Region 03]
Contact: DBE Subcontract Manager
(703) 260-3403 **Type of Organization:** Business
Program: This 100-person construction company held tours and workshops and cosponsored a trade fair to attract more women to the construction trades.

Marriott International

One Marriott Drive
Dept. 935.12
Washington, DC 20058 [Region 03]
Contact: Donna Klein, Director, Work/Life Program
(301) 380-6856 **Type of Organization:** Business
Program: Marriott's Associate Resource Line Service, implemented January 1996, is a telephone referral and counseling program addressing issues such as child care, elder care, housing, immigration issues, child custody and managing finances.

National Capital Hospital Engineering Society (NCHES)

Walter Reed Army Medical Center
P.O. Box 59215
Washington, DC 20012 [Region 03]
Contact: Joseph P. McClain, Chapter President
(202) 782-3048 **Type of Organization:** Non-profit
Program: Waged a public education campaign on women workers' rights; offers scholarship and internship program; published series of articles on age, wage and pregnancy discrimination as well as sexual harassment.

Women Work!

1625 K Street, NW , Suite 300
Washington, DC 20006 [Region 03]
Contact: Rubie Coles, Co-Executive Director
(202) 467-6346 **Type of Organization:** Non-profit
Program: Expanded their Information and Referral Toll-Free Hotline to provide free fact sheets on a range of employment and training-related issues such as child support, financial aid, sexual harassment and etc. to approximately 8,000 women.

YWCA of the National Capital Area

624 9th Street, NW
Washington, DC 20001 [Region 03]
Contact: Deputy Director
(202) 626-0700 **Type of Organization:** Non-profit
Program: Established jointly with Wider Opportunities for Women, a pre-vocational non-traditional employment training program for 240 women.

(DE) Delaware

American Cancer Society, Delaware Division Inc.

92 Read's Way
Suite 205
New Castle, DE 19720 [Region 03]
Contact: Patricia P. Hage, RN/PhD., Executive Vice President
(302) 324-4227 **Type of Organization:** Non-profit
Program: Designed a flexi-time project that allows its 19 paid employees to have a Friday off every two weeks.

Amtrak/NEC Mechanical Department

Delaware Shop, Wilmington Maintenance Facility
4001 Vandever Avenue
Wilmington, DE 19802 [Region 03]
Contact: Christine S. Marks, Project Director, Mechanical Programs
(302) 425-6244 **Type of Organization:** Business
Program: Established networking lunches for 65 women to facilitate mentoring, highlight accomplishment and discuss other work issues.

DuPont Company

1007 Market Street
Nemours Bldg. 12507-2
Wilmington, DE 19898 [Region 03]
Contact: Beverly Bave, Work/Life Coordinator
(302) 774-1000 **Type of Organization:** Business
Program: Established two dependent care programs — a back-up emergency care program and a dependent care travel reimbursement policy.

Glackin Industries, Inc.

190 Quigley Blvd.
New Castle, DE 19720 [Region 03]
Contact: Caroline Glackin, General Manager
(302) 328-9500 **Type of Organization:** Business
Program: Offers professional and production team employees the opportunity to designate work schedules more ideally suited to the needs of their families.

Greenwood Trust Company

12 Read's Way
New Castle, DE 19720 [Region 03]
Contact: Terri Sayers, Special Events Coordinator
(302) 323-7743 **Type of Organization:** Business
Program: Established employee tuition reimbursement policy; offers in-house programs on sexual harassment, diversity and self-defense; and provides Child Care Connection referral service for all employees.

MBNA America Bank, N.A.

400 Christiana Road
Newark, DE 19713 [Region 03]
Contact: Erika Mayer, Vice President, Manager, Family & Work Program
(800) 441-7048 **Type of Organization:** Business
Program: Implemented comprehensive benefits enhancement and salary increase program for the day care staff, and an adoption resource and referral program. In collaboration with Delaware State University, started the Center for Career Excellence.

The Family & Workplace Connection

3511 Silverside Road
100 Wilson Building
Wilmington, DE 19810 [Region 03]
Contact: Jan Rheingold, President
(302) 479-1679 **Type of Organization:** Non-profit
Program: Initiated Just in Time Care, a comprehensive emergency/back up dependent care program.

YWCA of New Castle County, Delaware

233 King Street
Wilmington, DE 19801 [Region 03]
Contact: Ruth S. Sokolowski, Executive Director
(302) 658-7161 **Type of Organization:** Non-profit
Program: Added four new services to the YWCA Women's Center for Economic Options: career transition training and counseling workshops, resume preparation and interviewing workshops, a used clothing boutique, and a state wide microenterprise program.

(FL) Florida

Barnett Banks, Inc.

50 North Laura Street
12th Floor
Jacksonville, FL 32202 [Region 04]
Contact: Lillie R. Evans, Director of Employee Relations
(904) 791-7359 **Type of Organization:** Business
Program: Initiated "BARNET VISION" to improve the quality of worklife for its employees by focusing on pay/benefits, job opportunities and promotions, job security and openness/fairness.

Broward Community College

1000 Coconut Creek Parkway
Coconut Creek, FL 33066 [Region 04]
Contact: Carol Faber, Project Fader
(954) 972-9100 **Type of Organization:** Unknown
Program: Planned a new program entitled "Wise" (Women's Initiative Self Employment), which partners with small businesses to help women establish self-employment.

Broward County Division of Human Resources

115 S. Andrews Avenue
Room 508
Fort Lauderdale, FL 33301 [Region 04]
Contact: Phil Rosenberg, Director
(954) 357-6044 **Type of Organization:** Gov't/Elected Official
Program: Initiated a series of programs on women's health issues such as breast cancer screening, menopause and pre-natal care.

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City of Coral Springs, Florida

9551 W. Sample Rood
Coral Springs, FL 33065 [Region 04]
Contact: Chris Heflin, Training Coordinator
(954) 344-5912 **Type of Organization:** Gov't/Elected Official
Program: Initiated a "Family Hours Work Program" that allows full-time employees to reduce their work hours to 30 and still retain their benefits.

City of Hollywood, Florida

2600 Hollywood Blvd.
P.O. Box 229045
Hollywood, FL 33019 [Region 04]
Contact: Sonia Y. Santana, Director, EEO
(954) 921-3073 **Type of Organization:** Gov't/Elected Official
Program: Created a program to provide City employees with the tools for career advancement, especially in non-traditional employment. It includes career fairs, career awareness seminars and in-house training linked to certification for a particular occupation.

Farmworkers Self-Help, Inc.

37240 Lock Street
Dade City, FL 33523 [Region 04]
Contact: Margarita Romo, Executive Director
(904) 567-7133 **Type of Organization:** Non-profit
Program: Initiated the "Multi-cultural HIV Project" targeting 3,000 participants.

Florida State University

6200 University Center (A)
Tallahassee, FL 32301 [Region 04]
Contact: Carolyn S. Shockleford, Director, University Personnel Services
(904) 644-5457 **Type of Organization:** University
Program: Initiated a training program that seeks to enhance employee development, and an employee assistance program that provides free assessment, referral and short-term counseling for individuals and families dealing with personal difficulties.

Legacy Personnel Group

One East Broward Blvd., Suite 609
Fort Lauderdale, FL 33301 [Region 04]
Contact: Valerie Talcott-Kartsonaleis, President
(954) 523-9338 **Type of Organization:** Business
Program: Instituted a flextime policy for their workers; began permitting new mothers to bring their babies to work for up to six months and providing the facilities for the babies at the workplace.

University of North Florida

4567 St. John's Bluss Road South
Jacksonville, FL 32224 [Region 04]
Contact: Professor of Education
(904) 646-2838 **Type of Organization:** Non-profit
Program: Developing a book called Programming for Gender Equity for Florida's school administrators, counselors, and teachers. The book will be based on workshops and follow-up visits with teachers and other school personnel familiar with gender equity concepts.

(GA) Georgia

A Friend of the Family

880 Holcomb Bridge Road
Suite 160B
Roswell, GA 30076 [Region 04]
Contact: Judi Merlin, President
(770) 643-3000 **Type of Organization:** Business
Program: Sponsored a series of workshops entitled, "Worthy Wage Campaign: Polishing Your Professional Image" that covered such topics as communication skills, positive discipline techniques and child development.

Goodwill Industries of Atlanta, Inc.

2201 Glenwood Avenue, NE
Atlanta, GA 30316 [Region 04]
Contact: Ms. Dee Wallace, Program Manager
(404) 377-0441 **Type of Organization:** Non-profit
Program: Launched a 12 week pre-apprenticeship training program, entitled NEW Choices for Women, that prepares low income adult women to enter careers such as carpentry, highway construction, plumbing, electrical work, and painting.

National Conference of Black Mayors, Inc.

1422 West Peachtree Street, N.W.
Suite 800
Atlanta, GA 30309 [Region 04]

Contact: Michelle D. Kourauma, Executive Director
(404) 892-0127 **Type of Organization:** Non-profit

Program: Dedicated its 21st Annual Convention "Women Hold Up Half the Sky," to the issue of working women as public policy makers and elected officials.

Turner Broadcasting Systems, Inc. (TBS)

1801 Peachtree Street
Suite 202
Atlanta, GA 30309 [Region 04]

Contact: Betsy Richards, Child Care Project Manager
(404) 352-8137 **Type of Organization:** Business

Program: Initiated a project to build a near-site child care center, serving children ages six weeks through 15 years of age with pre-school, summer, holiday, evening and drop-in care. Launched a child and elder care referral service.

YWCA of Greater Atlanta

100 Edgewood Avenue
Suite 806
Atlanta, GA 30303 [Region 04]

Contact: Delvia Hart Fisher, CEO
(404) 527-7575 **Type of Organization:** Non-profit

Program: Established a Job Classification Task Force to increase staff salaries and enable workers to meet the daily economic needs of their families.

(HI) Hawaii

City & County of Honolulu

530 South King Street
Honolulu, HI 96813 [Region 09]

Contact: Ann H. Kobayashi, Executive Assistant to Mayor
(808) 523-4288 **Type of Organization:** Gov't/Elected Official

Program: In March 1995, the Honolulu City Council was authorized to approve the use of city park property for free, affordable or not-for-profit child day care. 80% of slots will be reserved for disadvantaged children. Three centers serve 160 children so far.

Leeward Community College

96-045 Ala Ike, Rm AD121
Pearl City, HI 96782 [Region 09]

Contact: Penny Johnson, Business Coordinator
(808) 455-0477 **Type of Organization:** Unknown

Program: Developed a program to help women get off welfare by teaching them basic office skills such as: word processing, simple business math, 10 key calculator use and successful resume writing and job interviewing.

(IA) Iowa

Green Thumb, Inc.

P.O. Box 4040
3720 N. 2nd Avenue
Des Moines, IA 50333 [Region 07]

Contact: Denise Juhl, Area Supervisor
(515) 243-2430 **Type of Organization:** Non-profit

Program: Implemented a training program designed for women ages 55 and older with limited income. Participants are offered a program tailored to their skills and interests. The program serves 35 participants per year.

Kid's World, Indian Hills Community College

721 N. 1st Street
Centerville, IA 52544 [Region 07]

Contact: Lattie Wilson, Board of Director's/Coordinator
(515) 856-2143 **Type of Organization:** Day Care/ Community College

Program: Rescued a day care center that faced certain closure by reorganizing staff, changing the budget process and joining together with other area day care providers. The building/land for the joint center is funded by the community, government and college.

The Stanley Foundation

216 Sycamore Street
Suite 500
Muscarine, IA 52761 [Region 07]

Contact: Jaan D. Winship, Vice President
(319) 264-1500 **Type of Organization:** Non-profit

Program: Held a national conference, "Bringing Beijing Back; Local Strategies and Global Actions," with 400 attendees; following up with a handbook outlining the economic, health, violence and global strategies that were developed.

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University of Iowa
Pre-Vocational Training Program

University of Iowa
107 Seashore Center
Iowa City, IA 52242-1402 [Region 07]
Contact: Nancy Noyer, Acting Director
(319) 335-0560 **Type of Organization:** University
Program: Initiated a training program for 20 Eastern Iowa tradeswomen to enhance their employability in high skill/high wage occupations.

YWCA of Black Hawk Co.

425 Lafayette Street
Waterloo, IA 50703 [Region 07]
Contact: Essie Buls, Special Service Director
(319) 234-7589 **Type of Organization:** Non-profit
Program: Began offering its approximately 70 employees health insurance; 50% off fitness classes; free use of the weight room and lap swimming; and free admission to various workshops on social, health and educational issues.

(ID) Idaho

AIA Insurance

P.O. Box 538
Lewiston, ID 83501 [Region 10]
Contact: Sandra Mahan, Personnel Assistant
(208) 799-9098 **Type of Organization:** Business
Program: Has begun reimbursing full-time employees with six months of service up to $35 per week for eligible dependent care expenses.

Center for New Directions/Work Based Learning

1600 S. 2500 E.
Idaho Falls, ID 83404 [Region 10]
Contact: Connie Staffle, Coordinator
(208) 524-3000 **Type of Organization:** College
Program: Initiated the Work Based Learning Mentoring Program, providing counseling for women, primarily displaced homemakers, being educated in nontraditional careers. The goal is to make the program available to all 500 students at Eastern Idaho Tech. College.

Idaho State University
College of Education

P.O. Box 8059
Pocatello, ID 83209 [Region 10]
Contact: Dr. Sally Pena, Professor
(208) 236-2448 **Type of Organization:** Education
Program: Provided training as Migrant Head Start teachers to 9 Hispanic women and 1 man from low-income and migrant farmworker backgrounds. Students received 12 degree-applicable college credits.

Mountain States Group

1607 West Jefferson
Boise, ID 83702 [Region 10]
Contact: Sharon Bixby, Director, Child Care Connections
(208) 342-4453 **Type of Organization:** Non-profit
Program: Establishing task force to formalize family friendly procedures and extend them to all employees in the corporation; allowing all employees use of a model children's area in the office during school breaks.

Seams Like Yesterday

Box 519
McCall, ID 83638 [Region 10]
Contact: Linda Mae Hieter, Owner/Sole Proprietor
(208) 634-7002 **Type of Organization:** Business
Program: Provides business to 12 home-based contractors (including 5 single mothers and 1 retiree) in this largely rural area. Offer free training.

Southwest Idaho Private Industry Council

10624 W. Executive Drive
Boise, ID 83713 [Region 10]
Contact: Lezlie Ellard, Employability Trainer
(208) 322-7411 **Type of Organization:** Non-profit
Program: Developed training and placement in well-paying, high demand and/or non-traditional occupations.

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Women's and Children's Alliance

720 W. Washington
Boise, ID 83702 [Region 10]
Contact: Melisso Baker, Director, Administrotive Services
(208) 343-3688 **Type of Organization:** Non-profit
Program: Allows 28 person stoff (currently all female) to use sick leave and/or vocation time for ill immediote family; take paid time off for the deoth ond funerol of immediate family members; ond toke ot least two job troinings per year.

(IL) Illinios

AFSCME (American Federation of State, County & Municipal Employees) Council 31

29 Narth Wocker Drive
Suite 800
Chicago, IL 60606 [Region 05]
Contact: Roberto Lynch, Deputy Director
(312) 641-6060 **Type of Organization:** Labor Union
Program: Borgoined successfully for inclusion of a two-week paid moternity/poternity leove for Illinois state workers enrolled in state heolth plan. Of 40,000 emplayees covered, 1,180 took leave the first yeor.

Allstate Insurance Company

2775 Sanders Rood F-4
Northbrook, IL 60062 [Regian 05]
Contact: Ms. Sharan Cruise, HR Diversity Manoger
(847) 402-3277 **Type of Organization:** Business
Program: Established dependent core centers in Dallos ond on Long Island. Conducted child core center needs assessment in Chicago. Introduced group legal benefit for 49,000 employees. Established port-time exempt jobs. Exponded referrols to elder care.

Ann Becker & Associates

101 N. Wacker Drive, Suite 1150
Chicago, IL 60606 [Region 05]
Contact: Elizobeth Dooley, Senior Client Services Manager
(312) 263-2382 **Type of Organization:** Business
Program: Provides each of its 10 full-time staff members with o professional development budget to spend on education ond professional growth opportunities. Each staff member is responsible for prooctive planning of her or his own individual program.

Argonne National Laboratory

9700 South Cass Avenue
Bldg. 201
Argonne, IL 60439 [Region 05]
Contact: T. A. Rodriguez, Diversity Officer
(630) 252-3022 **Type of Organization:** Notionol Labarotory
Program: Conducted forums for graduate students and post-doctarate women to learn mare obout opportunities in science/engineering, receive career guidonce and gain role models.

Baxter Healthcare

One Boxter Parkwoy
Deerfield, IL 60015 [Region 05]
Contact: Donno Namath, Work & Life Program Administrotor
(847) 948-3321 **Type of Organization:** Business
Program: Expanded internal job posting network to provide eosy access to infarmotion an port-time, jab shoring, telecammuting or compressed work orrongements for its 25,000 employees. Listings jumped from 2 to 70 in first 10 weeks. Added lactation room.

Blue Cross and Blue Shield of Illinois, Health Care Service Corporation

233 N. Michigan
Chicago, IL 60601 [Region 05]
Contact: Rita Taylor–Nash, Manoger, Workforce Diversity
(312) 938-6034 **Type of Organization:** Business
Program: Prepared o "Reach-Out Guide to Elder, Child, ond Dependent Core Services" os on outgrowth from the Family Day workshops. The guide was distributed to the campony's 5,000 employees.

Care and Counseling Center

5329 S. Main Street
Suite 103
Downers Grove, IL 60515 [Regian 05]
Contact: Karen Kuchar, Executive Director
(630) 960-1060 **Type of Organization:** Non-profit
Program: Offered o series of seminars, colled Becoming Warkwise, to single mothers 18 ond older who were preparing to enter the wark world or trying to upgrade current emplayment.

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Center for Law and Human Services, Inc.

53 W Jackson Blvd.
Suite 1401
Chicago, IL 60604 [Region 05]

Contact: Michael A. O'Cannor, Executive Director
(312) 341-1666 **Type of Organization:** Non-profit

Program: Offers free professional tax preparation aid to low-income warkers (mainly single mathers), many af wham dan't know they are eligible far the Earned Income Tax Credit. In 1996, they helped 2,910 clients and expect refunds of more than $2.5 million.

Chicago Women in Trades

220 South Ashland Avenue
Suite 101
Chicago, IL 60607 [Regian 05]

Contact: Lauren Sugerman, Executive Directar
(312) 942-1444 **Type of Organization:** Non-profit

Program: Established a loan fund far wamen entering trade training. Held Career Fairs far 5,000 women and girls to learn about, and be recruited far, skilled training. Helped ensure that wamen wark at least 5% af tatal haurs an a pastal building canstructian.

Children First, Inc.

500 West Manrae Street
Chicago, IL 60661 [Regian 05]

Contact: Canstance Wilkersan, Marketing/National Alliance Caardinatar
Type of Organization: Business

Program: Provides emplayees a complete benefit package including medical, dental, life and disability insurance; a flexible spending plan and 401K savings plan; tuition reimbursement; paid vacatians (starting at 3 weeks); and 20 days of backup child care.

Danville Area Community College

2000 E. Main Street
Danville, IL 61832 [Regian 05]

Contact: Viv Dudley, Caardinatar af Career Serv. & Nan-Traditianal Pragrams
(217) 443-8753 **Type of Organization:** Community College

Program: Completed 2 prevacatianal training sessians far 16 wamen; awarded 19 scholarships; provided services ta 24 nantrad students, 11 af whom faund nantraditianal jabs; set-up nantraditianal rale madel display; canducted career days far 8 HS seniars.

First Chicago

One First National Plaza
0009
Chicago, IL 60601 [Regian 05]

Contact: JoAnne Strang, Vice President
(312) 407-5022 **Type of Organization:** Business

Program: Created mentaring programs (240 participated). Canducted diversity/sexual harassment training (2000 trained). Pravided adaptian assistance af $2,000 ta 12 families. Set-up emergency/schalarship child care. Cantributed ta savings far 11,921 emplayees.

KDK Training Employment & Business Services

123 First Avenue
St. Charles, IL 60505 [Regian 05]

Contact: Jeanne Wisdam–Hagan, Program & Operations Specialist
(630) 443-5351 **Type of Organization:** Unknawn

Program: Instituted a Youth Training Program thraugh which 9 teen wamen were introduced ta building trade skills at the warksite and in the classraam. Instituted the 100% Awareness Pragram ta educate 29 emplayees to whale range af nan-traditianal appartunities.

Kraft Foods, Inc.

3 Lakes Drive
Narthfield, IL 60093 [Regian 05]

Contact: Lauis Mantgamery, Manager, Compliance and Diversity Pragrams
(847) 646-6680 **Type of Organization:** Business

Program: Founded wamen-facused cauncils such as Wamen in Operatians, the Wamen's Sales Council, and the Wamen's Insight Netwark. Thraugh these councils, Kraft has encauraged wamen with families ta set goals and effectively manage their time.

Laborers International Union — Midwest Region

117 South Fifth Street
Raam 720
Springfield, IL 62701 [Regian 05]

Contact: Edward M. Smith, Regianal Manager
(217) 522-3381 **Type of Organization:** Labar Unian

Program: Established 12 week Wamen in Canstructian an-site and classraam skilled trades training pragram. Included training an how ta handle being the anly waman an a wark crew. Upan completian, 6 wamen were placed with cantractars offering fair wages/benefits.

Lake Associates, Inc.

472 Killorney Poss Circle
Mundelein, IL 60060 [Region 05]
Contact: Diane Lustenader, President
(847) 566-9127 **Type of Organization:** Business
Program: Established pro-roted benefits (pensions with 100% immediote vesting; paid holidays; child care; bonus when required to leave home for business) for 5 port-time telecommuting employees. Began a training pragram for employees.

Legal Assistance Foundation of Chicago

343 Sauth Deorborn Street
7th Floor
Chicago, IL 60604 [Region 05]
Contact: Ingrid V. Eogly, Stoff Attorney
(312) 347-8301 **Type of Organization:** Non-profit
Program: Provided legol assistonce for 50 low-income Sponish speoking women. Offered educotional seminors to 200 on discriminotion in hiring ond employment, pregnancy discriminotion, sexual horossment, unemplayment insuronce, minimum woge ond overtime.

MA Steel Erectors

P.O. Box 490
Worst, IL 60482 [Region 05]
Contact: Thereso Kern, President
(708) 597-5810 **Type of Organization:** Business
Program: Established o flexible poid moternity leave program for this waman-owned firm's 38 employees, determined on o case by cose basis. Instituted flex-time policy for parents to participate in school activities with their children.

Managing Work & Family, Inc.

912 Croin Street
Evanston, IL 60202 [Region 05]
Contact: Bonnie Michaels, President
(847) 864-0916 **Type of Organization:** Business
Program: Conducted a retreat for 120 families of employees to onolyze lifestyles and prioritize oreos that need chonge. Company following up by investigating support systems such as child care, flexible policies. Alsa developed a troin-the-trainer program.

Midwest Women's Center

828 S. Wahosh
Suite 200
Chicago, IL 60605 [Region 05]
Contact: Laura Uribe, Executive Director
(312) 922-8530 **Type of Organization:** Non-profit
Program: Undertook o job analysis of the 20 job classificotions in this largely female 25-member organizotion, resulting in phased in solary increoses. This reduced turnover, ottracted better quolified opplicants and improved service far constituents.

Morton International, Inc.

100 N. Riverside Plozo
Chicago, IL 60606 [Region 05]
Contact: Amy Brossord, Monager, EEO
(312) 807-3241 **Type of Organization:** Business
Program: Established flexible spending accounts for heolth care and dependent core for 11,000 employees. Canducted emplayee meetings to explain the flexible spending accounts.

Office of Women's Business Development, Illinois Department of Commerce and Community Affairs

100 West Rondolph Street
Suite 3-400
Chicago, IL 60601 [Region 05]
Contact: Susan E. Nicol, Wamen's Business Lioison
(312) 814-8736 **Type of Organization:**
Program: Co-sponsored Building Portnership far Business Growth: A Conference for Women Business Owners with training workshops on the volue of partnerships ond increased visibility of IWNET, o state-wide mentor-protégé progrom.

R.R. Donnelley & Sons Company

77 W. Wacker
Chicago, IL 60601 [Regian 05]
Contact: Joonne Olson, Directar, Corporate Office Humon Resources
(312) 326-8652 **Type of Organization:** Business
Program: Canducted mentoring progroms, diversity learning lobs and humon resource planning system targeting exempt emplayees, all corporate affice emplayees ond all corporate employees with management potential. 10 of the 22 employees troined were women.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Robert Morris College

180 N. LaSalle
Chicago, IL 60601 [Region 05]

Contact: Kerry Molm, Assistant to the President
(312) 836-5453 **Type of Organization:** Non-profit

Program: Established a flex time program for faculty and staff. Established tuition reimbursement policy for faculty and staff. Reduced cost of parking stickers, provided escorts and unlocked doors at public transportation sites to increase night safety.

Sara Lee Corporation

3 First National Plaza
Chicago, IL 60602 [Region 05]

Contact: Laurie David, Executive Director, Management Development
(312) 558-4937 **Type of Organization:** Business

Program: Instituted hiring goal of 40% female for new MBAs; in 1995, 20 of 25 new MBAs were women. Pledged to develop and institute two work/family initiatives despite decentralized nature of firm; four task forces developing alternatives.

Sears Roebuck & Co.

3333 Beverly Road, MSEC235B
Hoffman Estates, IL 60179 [Region 05]

Contact: Redia Anderson, Director People & Cultural Diversity
(708) 286-6966 **Type of Organization:** Business

Program: Working toward long-term goal of establishing a national business consortium giving lower-wage part-timers access to quality child care. Joined MENTTIUM program, through which high potential women are paired with senior executives from other companies.

SER

3800 W. 26th Street
2nd Floor
Chicago, IL 60623 [Region 05]

Contact: Elba Aranda, Recruiter/Employment Specialist
(773) 521-0100 **Type of Organization:** Non-profit

Program: Opened a site in Little Village to target low-income minority women for employment and training services. These are women who would not have been reached unless the school came to them. Approximately 40 have completed the training at Little Village.

The Women's Business Development Center & Chicago Institute for Economic Development

8 S. Michigan Suite 400
Chicago, IL 60640 [Region 05]

Contact: Julia Talbot, Economic Pathways Program Director
(312) 853-8084 x30 **Type of Organization:** Non-profit

Program: Implemented Economic Pathways program to help women in the fields of construction and manufacturing find nontraditional employment and training. Also offers limited financing and mentors to those who want to become entrepreneurs.

University of Illinois at Chicago, Center for Research on Women & Gender

1640 West Roosevelt Road, Fifth Floor
Chicago, IL 60608 [Region 05]

Contact: Alice J. Dan, Ph.D., Director
(312) 413-1924 **Type of Organization:** Non-profit

Program: Encouraged health care organizations to adopt or continue to implement sexual harassment prevention programs. Developing criteria to determine effectiveness of sexual harassment prevention programs in health care settings.

Women Employed

22 W. Monroe, Suite 1400
Chicago, IL 60603 [Region 05]

Contact: Debra A. Hass, Policy Associate
(312) 782-3902 **Type of Organization:** Non-profit

Program: Developed a report on wage gap in Chicago area, "Two Sides of the Coin;" launched the Coalition for Equal Opportunity (CEO), dedicated to preserving affirmative action; developed a rural/urban provocational training prototype for nontrad occupations.

Women in Cable & Telecommunications

230 West Monroe
Suite 730
Chicago, IL 60606 [Region 05]

Contact: Christine Kane, Director of Communications
(312) 634-2343 **Type of Organization:** Foundation

Program: Instituted Management Education Series (MES), 16 leadership skill courses; established leadership institute with year-long curriculum for mid-level/senior women; undertook research in child care solutions in cable industry as basis for book.

Women's Self Employment Project

20 N. Clark, 4th Floor
Chicago, IL 60602 [Region 05]

Contact: Mary Morten, Executive Vice President
(312) 606-8255 **Type of Organization:** Non-profit

Program: Instituted Individual Development Account (IDA) program to help AFDC women sove and receive matching funds for business, education, retirement, or home/home repoir ofter graduating from business development program.

YWCA of Rockford, Illinois

220 South Modison Street
Rockford, IL 61104 [Region 05]

Contact: Lora Wright Hackson, YWCA WIN Jobs Coordinator
(815) 968-9681 **Type of Organization:** Non-profit

Program: Held a 14-week non-traditionol troining pragram for very low income women. They received troining in math, basic computer skills, practical applications of physics, tool recognition and basic electric wiring.

(IN) Indiana

Bloomington Commission on the Status of Women

P.O. Box 100
Bloomingtan, IN 47402 [Region 05]

Contact: Jane Deuchman, Chairpersan
(812) 349-3430 **Type of Organization:** Non-profit

Program: Undertook a needs assessment project to identify the needs (child care, adequote poy, health insurance, employment, educational opportunities) of Bloomington women; identify gaps in availability of such services; and develop o plan ta address those gaps.

Central Labor Council of Southern West Indiana

2215 Morgybeth
Evansville, IN 47714 [Region 05]

Contact: Horriet B. Kimmel, President
(812) 477-6588 **Type of Organization:** Labor Union

Program: Encouroged low income women and minorities to enter building trodes by hosting 3 job foirs. As a result of the job fairs, around 80 women & minorities hove enrolled in training for the construction trades, allawing them to earn while they learn.

Fort Wayne Women's Bureau

303 E. Washington Blvd.
Fort Wayne, IN 46802 [Region 05]

Contact: Sandra Shelly, Executive Director
(219) 424-7977 **Type of Organization:** Non-profit

Program: Instituted diversity training, assertiveness troining, team building and conflict resolution training for employees. Also established flexible schedules and paid short-term disability.

Indiana Commission for Women

100 North Senate Avenue
Indianapolis, IN 46204 [Region 05]

Contact: Sandro Leek, Executive Director
(317) 232-2600 **Type of Organization:** Gov't/Elected Official

Program: Developed and disseminated foct sheets on fair pay issues; co-spansored a conference and published a report an women's health concerns; and sponsored severol Economic Summits for wamen throughout the state.

Indiana Family & Social Services Administration — Office of Planning

402 W Washington Street
Suite 341W
Indianapolis, IN 46204 [Region 05]

Contact: Corole Stein, Senior Policy Anolyst
(317) 832-1148 **Type of Organization:** Gov't/Elected Official

Program: Held symposium on child care financing for 17 counties. Implementation Advisory Committee odopted county plans and hopes to oword seed money; publish and circulate a list of projects ta all 92 counties; and estoblish a permanent IN Child Care Fund.

Indiana University — Division of Labor Studies

Poplars 630
Bloomington, IN 47405 [Region 05]

Contact: Peter Seybold, Acting Director
(812) 855-9082 **Type of Organization:** Educational

Program: Developed credit/non-credit courses on women ond labor movement, sexual harassment, bolancing work & family, workploce diversity, dealing with stress, Family Medicol Leove Act. Piloted distonce technology. Hosting Trade Union Women's Summer School.

Kelly Services

2425 Highway 41 N
Evansville, IN 47711 [Region 05]

Contact: Peggy Forbes, Branch Manager
(812) 423-8080 **Type of Organization:** Business

Program: Conducted Microsoft Windows Training for employees and those registered for work with Kelly. Through early September 1996, approximately 100 people had completed the 4 hour training course.

Magnavox Electronic Systems Company

1010 Production Road
Fort Wayne, IN 46801 [Region 05]

Contact: Meghan E. Turley, Senior Human Resources Administrator
(219) 429-6073 **Type of Organization:** Business

Program: Instituted a flexible workweek policy, which allows employees to arrange for time off with the supervisor and make it up in same week rather than using vacation/sick leave.

Mid-Town Nursing & Rehabilitation Center

1700 N. Illinois Street
Indianapolis, IN 46202 [Region 05]

Contact: Cynthia Gaupohl, Director of Nurses
(317) 924-1325 **Type of Organization:** 45 staff

Program: Reduced insurance premiums for staff twice since November 1995.

Miller's Merry Manor

1700 N. Illinois Street
Indianapolis, IN 46202 [Region 05]

Contact: Cora Curtis, RN, Director of Nurses
(317) 357-8040 **Type of Organization:** Health facility

Program: Instituted Geriatric Nursing Assistant training program for employees, resulting in increased wages for those who completed the programs. Reduced insurance premiums for employees.

Planned Parenthood of North Central Indiana, Inc.

201 S. Chapin Street
South Bend, IN 46601 [Region 05]

Contact: Melinda S. Rider, Executive Director & CEO
(219) 289-7062 **Type of Organization:** Non-profit

Program: In October 1995, raised wages by 5% for all 28 workers, 25 of whom are women.

Private Industry Council of Southwest Indiana

700 N. Weinbach Avenue
Evansville, IN 47711 [Region 05]

Contact: Jerry Yezbick, Exec. Director
(812) 475-1147 **Type of Organization:** Non-profit

Program: Designed and conducted a motivational workshop, "Battling Barbie," to dispel myths about women's roles and images and encourage women to consider all career choices.

RCI (Resort Condominiums International), Inc.

3502 Woodview Trace
Indianapolis, IN 46201 [Region 05]

Contact: Katie Marlowe, Company Relations Specialist
(317) 334-8159 **Type of Organization:** Business

Program: Opening the RCI Child Care Center to serve 176 children, ages six weeks to six years. Approximately 1,400 RCI employees based in Indianapolis will have access to this benefit, which will be available at below-market rates.

River Valley Resources, Inc.

15 S. 11th Street
Richmond, IN 47374 [Region 05]

Contact: Carolyn Bunzendahl, Project Coordinator
( ) - **Type of Organization:** Non-profit

Program: Established WINNERS training programs for women machine operators. Provided tuition, child care, transportation and materials. Monitored participants after sessions and exposed them to potentiol jobs. 10 of 16 graduates are working full-time.

Southwest Indiana NOW
2215 Margybeth
Evansville, IN 47714 [Region 05]
Contact: Harriett B. Kimmel, President
(812) 477-6588 **Type of Organization:** Non-profit
Program: Co-hosted jobs fairs to recruit women into building trades. Advocating for the prosecutor's office to hire more staff to track down non-custodial parents who have not been paying child support.

Women and Work
10291 North Meridion Street, Suite 160
Indianapolis, IN 46290 [Region 05]
Contact: Marla Zimmerman, Chairperson
(317) 582-1203 **Type of Organization:** Non-profit
Program: Conducted the Women and Work Conference, which included workshops on the workplace effects of domestic violence, non-traditional employment, pay equity, workplace harassment and Indiana legislation affecting women.

(KS) Kansas

Allen County Government
Allen County Courthouse
Iola, KS 66749 [Region 07]
Contact: Sherrie Ribel, County Clerk
(316) 365-1407 **Type of Organization:** Gov't/Elected Official
Program: Contracted for monthly management trainings for a period of 15 months to help 11 supervisors and elected officials create a more positive environment for the approximately 105 county employees.

Ashley Clinic
505 S. Plummer Avenue
Chanute, KS 66720 [Region 07]
Contact: Bob Magill, Office Administrator
(316) 431-2500 **Type of Organization:** Business
Program: Began monthly supervisory/management training for 8 women and 2 men to help them improve their job skills and future advancement opportunities.

Bagel & Bagel
8717 W 110 #600
Overland Park, KS 66210 [Region 07]
Contact: Irene Pasternak, Dir/Comm Affairs
(913) 344-1600 **Type of Organization:** Business
Program: Established a Merit/Advancement Bonus Program to train and promote women in managerial/supervisory jobs. Implemented a "wellness" program, which offers employees complete physical exams including mammograms, pap smears, blood tests and other procedures.

Brown Foundation
P.O. Box 4862
Topeka, KS 66604 [Region 07]
Contact: Cheryl Brown Henderson, Executive Director
(913) 235-3939 **Type of Organization:** Non-profit
Program: Board of Directors voted to provide paid leave to its staff of four from December 23 to January 2 as a show of a family friendly workplace.

City of Kansas, Kansas
701 N. 7th Street
Kansas City, KS 66101 [Region 07]
Contact: Hon. Carol Marinovich, Mayor
(913) 573-5010 **Type of Organization:** Unknown
Program: Established a flexible leave policy that allows employees to adjust their arrival and departure times within specific ranges to balance work and family responsibilities.

Kansas City Fair Housing Center
3033 Prospect Avenue
Kansas City, KS 66101 [Region 07]
Contact: Thomas H. Rondolph, Jr., Executive Director
(816) 923-3247 **Type of Organization:** Non-profit
Program: Provides 3-person staff with a dental/health/pension plan and flex-time as well as time off for medical appointments, children's school activities or other scheduling needs.

Valuing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

Kansas Department of Human Resources

401 S.W. Tapeka Boulevard
Topeko, KS 66603 [Region 07]

Contact: Woyne L. Franklin, Secretory of Humon Resources
(913) 296-7474 **Type of Organization:** Gov't/Elected Official

Program: Requires new employees to participate in sexual harassment training and all employees to toke o refresher course every 2 years. Paid for two young leoders to attend o year-long course to become Certified Public Monogers.

McDonald's Corporation

11880 College Boulevard
Overland Park, KS 66210 [Region 07]

Contact: Dolindo Golaviz, Human Resource Assistont
(913) 469-4200 **Type of Organization:** Business

Program: Offers its 2,800 employees o 10% discount for day care services with participating providers; o pre-tax day core flexible spending account; flexible work hours; o prenatal/well baby program; and voluntary employee physical examinations.

Neosho County, KS

P.O. Box 370
Chonute, KS 66720 [Region 07]

Contact: Karen Boquist, Legal Secretary
(316) 431-5750 **Type of Organization:** Gov't/Elected Official

Program: Agreed to pay for and provide o day of troining to all employees of the county, on the subject of sexual harassment. The training wos held on September 29, 1995.

PC Boards

3100 S. Santa Fe
P.O. Box 578
Chonute, KS 66720 [Region 07]

Contact: Allen Keller, Personnel Officer
(316) 431-0406 **Type of Organization:** Business

Program: Gave 9% raises to all employees. Began offering monogers seminors on employee needs ond conflict resolution skills in the workplace.

Pioneer Marketing

1923 N. Mosley
Wichita, KS 67214 [Region 07]

Contact: Sheri Kennard, President
(316) 263-5011 **Type of Organization:** Business

Program: Implemented benefits plan poying 80% of health insuronce. Initiated poid leave for children's/fomily functions. Allows office employees to bring children to work when regulor core fails. Employs minorities and disabled women during production surges.

Professional Communications Services

P.O. Box 61
461 West Labette
Thayer, KS 66776 [Region 07]

Contact: Chorlotte J. Rommel, Human Resource Specialist
(316) 839-5420 **Type of Organization:** Business

Program: Begon monthly troining progroms; hosted regionol troining conference with Women's Bureou.

Professional Women of Southwestern Bell

5400 Foxridge Drive
Room 500
Mission, KS 66202 [Region 07]

Contact: Jancie M. Docman, President
(913) 676-1852 **Type of Organization:** Non-profit

Program: Established o Scholarship Fund for femole students in the fields of business, computer science, telecommunications, engineering and science. The orgonization owarded $500 in 1994, $1,000 in 1995, ond plonned to award $1,000 in 1996.

Reno County Planning Council For Children and Families

1803 London
P.O. Box 13B4
Hutchinson, KS 67501 [Region 07]

Contact: Kim Moore, Volunteer Staff
(316) 662-8586 **Type of Organization:** Non-profit

Program: Held the "Family Friendly Practice for Businesses" seminar for smoll ond medium businesses. Subjects included: health benefits soving strategies, alternatives to on-site child care and employee morale building.

Riojas Enterprises, Inc. (Able Employment)

8819 Long
Lenexa, KS 66215 [Region 07]

Contact: Ana Riojas, President
(913) 894-1200 **Type of Organization:** Business

Program: Initiated workplace health and safety efforts including: site visits to ascertain personal security and job site safety for 500+ temporary employees; equipment such as ear plugs, safety glasses and knee pads to increase safety/comfort.

State of Kansas Department on Aging

915 S.W. Harrison
Docking State Office Building Room 150 South
Topeka, KS 66601 [Region 07]

Contact: Carmen Evers Sellens, Human Resource Manager
(913) 296-4986 **Type of Organization:** State Agency

Program: Allowing eligible employees time off for family events such as children's activities, family members' doctor appointments and family members' health care. Providing education/training assistance to full-time employees.

STRATCO, Inc.

4601 College Boulevard, Suite 300
Leawood, KS 66211 [Region 07]

Contact: Koren Embry, Technical Sales Coordinator
(913) 338-2559 **Type of Organization:** Business

Program: Exponded the flexibility of employee work schedules to include telecommuting opportunities based on the employee's needs and type of work the employee performs.

The Winfield Daily Courier

201 East 9th Street
P.O. Box 543
Winfield, KS 67156 [Region 07]

Contact: Frederick D. Seaton, Publisher
(316) 221-1100 **Type of Organization:** Business

Program: Began providing flexible hours for support staff and news people; allow paid time off for school activities.

Western Resources, Inc.

818 Kansas Avenue
Topeka, KS 66601 [Region 07]

Contact: Carol Earls–Franklin, Manager — EEO & Employment
(913) 575-6511 **Type of Organization:** Unknown

Program: Offer flextime and job sharing as well as gym discounts; planned summer day trips for employees' children; established "Take Your Children to Work" day; focusing on diversity training.

YWCA of Kansas City, KS

1017 N. 6th
Kansas City, KS 66101 [Region 07]

Contact: Cathy Breidenthal, Executive Director
(913) 371-1105 **Type of Organization:** Non-profit

Program: Implemented an annual and sick leave policy that can be utilized in increments of hours; updated and clarified their sexual harassment policy; initiated a work/study program for female staff pursuing Master's in Social Work degrees.

(KY) Kentucky

Jefferson County Department for Human Services

810 Barret Avenue
Louisville, KY 40204 [Region 04]

Contact: Koty Schneider, Director, Jefferson County Human Services
(502) 574-6022 **Type of Organization:** Gov't/Elected Official

Program: Developed a recognition program that helps companies compare their work/family policies and practices with community benchmarks for organizations of like size. Companies that meet or exceed benchmarks are publicly recognized.

Project Parent, Lexington/Fayette Urban County Government, Office of the Mayor

Project Parent Director
200 East Main Street
Lexington, KY 40507 [Region 04]

Contact: Earlene Huckleberry, ATTN: Renee Moore
(606) 258-3808 **Type of Organization:** Gov't/Elected Official

Program: Launched program urging pledges from organizations to adopt policies that support effective parenting such as improving child care options, benefits and flexibility. More than 300 organizations have joined the effort.

Voluing Women's Work Building the Family Friendly Workplace Improving Pay and Benefits

(LA) Louisiana

Local 100, SEIU, AFL-CIO

5177 Greenwell Springs Rd.
Baton Rouge, LA 70806 [Region 06]
Contact: Nina Schulman, Field Director
(504) 923-3102 **Type of Organization:** Labor Union
Program: Increased access to quality, affordable school-age care by awarding 28 grants to before-, after-school and kindergarten child care programs, enabling 600 low & moderate income children to participate.

The Center for Displaced Homemakers

830 Moss Street
Lake Charles, LA 70601 [Region 06]
Contact: Jane Bollman, Site Manager
(318) 491-2656 **Type of Organization:** State Agency
Program: Conducted a 2-week workshop addressing the needs of individuals re-entering the workforce.

(MA) Massachusetts

AFSCME Council #93/Middlesex Community College

8 Beacon Street
Boston, MA 02108 [Region 01]
Contact: Diane Fay, President
(617) 367-6000 **Type of Organization:**
Program: Initiated the Educational Training Partnership Program, which provides a variety of workshops during work hours for the more than 2,900 union members employed at 29 state and community colleges.

American Business Collaboration For Quality Dependent Care

930 Commonwealth Avenue West
Work/Family Directions, Inc.
Boston, MA 02101 [Region 01]
Contact: Barry Wanger, Wanger Associates
(800) 767-9863 **Type of Organization:** Unknown
Program: This coalition of 21 major corporations launched a $100 millian initiative to develop and strengthen school age, child care and elder care projects in the communities across the country where their employees work and live.

Bank of Boston

P.O. Box 2016, MA BOS 01-13-01
Boston, MA 02106 [Region 01]
Contact: Jack Curley, Senior HR Consultant
(617) 434-5571 **Type of Organization:** Business
Program: Launched the Lifeworks Family Resource Program, which provides advice, information and referrals to the company's 13,000 employees through a toll-free number.

Bentley College

Human Resources
175 Forrest Street, Rauch Bldg. 217
Waltham, MA 02154 [Region 01]
Contact: Susan Glover, Manager Compensation and Benefits
(617) 891-2955 **Type of Organization:** Non-profit
Program: Implemented a child care and elder care resource and referral service for its 900 plus faculty and staff members.

Blue Cross and Blue Shield of Massachusetts

100 Summer Street
Boston, MA 02110 [Region 01]
Contact: Terri Ireton, Manager, Work and Life Programs
(617) 832-4406 **Type of Organization:** Business
Program: Initiated programs including Flexible Work Arrangements, two subsidized summer camp programs, nursing mothers' lounges, a resource and referral service, financial assistance for adoptions, and a work/life library for its 5,500 employees.

Boston Community Centers, City of Boston

1010 Mossochusetts Avenue
Boston, MA 02101 [Region 01]
Contact: Daria Fanelli, Director of Planning and Development
(617) 635-4920 **Type of Organization:** Non-profit
Program: Began the Archdale Family Literacy Project, which provides academic/work readiness skills and early childhood education for a minimum of 20 low-literacy mothers and their pre-school children per year.

Boston Women's Fund

14 Beacon Street
Suite 805
Boston, MA 02116 [Region 01]

Contact: Jean M. Entine, Executive Director
(617) 725-0035 **Type of Organization:** Non-profit

Program: Initiated programs including: a networking/ leadership and skills training project for tradeswomen; a project to educate and organize injured clerical workers; and an institute for homeless women recovering from substance abuse.

Bright Horizons Children's Center Inc.

One Kendall Square
Building 300
Cambridge, MA 02139 [Region 01]

Contact: Katherine Palmer, Director of Human Resources
(617) 577-8020 **Type of Organization:** Business

Program: Responded to the concerns of an employee focus group with initiatives including a revised orientation program, updated job descriptions, a new performance overview system, and new wage and salary plans for the company's 3,558 employees.

Cambridge Commission on the Status of Women

51 Inman Street
Cambridge, MA 02139 [Region 01]

Contact: Nancy Ryan, Executive Director
(617) 349-4697 **Type of Organization:** Gov't/Elected Official

Program: Developed a long-term plan for the municipality to become a domestic violence free zone and to provide training to all key municipal employees on domestic violence issues.

Casa Myrne Vazquez

P.O. Box 18019
Boston, MA 02101 [Region 01]

Contact: Yolondo Melendez–Deb, Education Coordinator
(617) 521-0100 **Type of Organization:** Non-profit

Program: Implemented the "Project BASTA" Educational Component, which provides ESL and literacy training in Spanish and Math as well as domestic violence and substance abuse workshops for approximately 50 battered women.

Child Care Careers Institute

71 Summer Street
Boston, MA 02110 [Region 01]

Contact: Anne Simmons, Director of Communications
(617) 338-6420 **Type of Organization:** Non-profit

Program: Through its Higher Education Consortium of 20 colleges, developed a mechanism to accredit community-based training for child care providers, which gives providers greater opportunity to obtain a college degree, career advancement and higher wages.

Children's Center at One Financial

One Financial Center
Boston, MA 02110 [Region 01]

Contact: Brigitte Laurence, Marketing/National Alliance Coordinator
(617) 566-0190 **Type of Organization:** Business

Program: This Children First Inc. Center offers employees a comprehensive health benefits package; flexible spending plan; 401K plan; tuition reimbursement; 20 days of backup child care. Donates 5% of payroll hours to community programs that nurture families.

Children's Center at Ropes & Gray

One International Place
Boston, MA 02110 [Region 01]

Contact: Nancy McCarthy, Marketing/National Alliance Coordinator
Type of Organization: Business

Program: This Children First Inc. Center offers employees a comprehensive health benefits package; flexible spending plan; 401K plan; tuition reimbursement; 20 days of backup child care. Donates 5% of payroll hours to community programs that nurture families.

Coalition for a Living Wage

197 Friend Street
Greater Boston Legal Services
Boston, MA 02114 [Region 01]

Contact: Monica Halas, Senior Attorney
(617) 371-1270x621 **Type of Organization:** Non-profit

Program: This coalition of organizations helped raise the Massachusetts minimum wage to $5.25 effective 1/1/97.

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Commonwealth of Massachusetts

1 Ashburton Place
Room 203
Boston, MA 02108 [Region 01]

Contact: Linda Weaver, Deputy, Personnel Administrator
Human Resource Division
(617) 727-3555 **Type of Organization:** Gov't/Elected Official

Program: Launched a program allowing the Commonwealth's 50,000 employees to volunteer a maximum of one work day per month in a public school in Massachusetts without loss of pay or benefits.

Commonwealth of Massachusetts & the Alliance (AFSCME & SEIU)

675 Massachusetts Ave.
Cambridge, MA 02139 [Region 01]

Contact: Ed Malloy, President SEIU Local 509
(617) 864-6509 **Type of Organization:** Labor Union

Program: Signed a policy offering 21,000 state employees 10 days paid adoption leave, 10 days paid domestic violence leave and up to 10 days paid leave for the care of a sick family member in their immediate household.

Coopers & Lybrand

One Post Office Square
Boston, MA 02109 [Region 01]

Contact: Patricia Murphy, Human Resources Manager
(617) 478-5287 **Type of Organization:** Business

Program: Offers its 1,200 Boston office employees child care resource and referral assistance; a back-up child care center; alternative work arrangements; and a nationwide, toll-free telephone "Family Resource Service."

Deloitte & Touche, LLP

125 Summer Street
Boston, MA 02110 [Region 01]

Contact: Ellen P. Gabriel, National Director for the Advancement of Women
(617) 261-8403 **Type of Organization:** Business

Program: Enhanced career advancement by instituting formal, comprehensive career planning for women partners and senior managers; as well as an annual review to insure that women receive their share of high-profile, challenging client assignments.

Dist. 925, SEIU & The Town of Watertown, MA

145 Tremont Street
Boston, MA 02111 [Region 01]

Contact: Lisa Gallatin, Regional Director
(617) 426-7075 **Type of Organization:** Labor Union

Program: Negotiated an 11% equity raise for the 70 clerical workers employed by Watertown on top of a 10% across-the-board raise for town employees.

Essex Manufacturing Co./New England Joint Board of UNITE

113 Griffin Street
Fall River, MA 02724 [Region 01]

Contact: Micki Gold, President
(508) 672-0572 **Type of Organization:** Business & Labor

Program: Transformed factory pay structure to reflect productivity, resulting in a 12% pay increase for approximately 50 workers. Redesigned work stations ergonomically for operator comfort.

Fidelity Investments/FMR Corporation

82 Devonshire Street
A3D
Boston, MA 02109 [Region 01]

Contact: Ann Andreasatos, Director of Work/Family Programs & Benefits Services
(617) 563-4627 **Type of Organization:** Business

Program: Developed a vacation program for employee children ages 10–14, with the aim of helping these young teens hone skills that will enhance their academic and life goals.

GTE/Government Systems Corp

77 A Street
Needham, MA 02194 [Region 01]

Contact: Al Messier, Director, Workforce Diversity
(617) 455-4122 **Type of Organization:** Business

Program: Initiated family friendly programs for its 6,000 employees including: a policy of allowing children in the workplace; lactation rooms; child care for snow day emergencies; and a one-week summer camp in August.

Hamlin & Associates, Inc.

34 Pilgrim Road
Marblehead, MA 01945 [Region 05]
Contact: Nancy Hamlin, President
(617) 631-5428 **Type of Organization:** Business
Program: Conducted 35–40 training/presentations on Glass Ceiling, Gender Equity, Workplace Diversity for business, government agencies, non-profit organizations. Approximately 10,000 people have been impacted by these presentations.

Hyams Foundation, Inc.

175 Federal St
14th Floor
Boston, MA 02110 [Region 01]
Contact: Elizabeth Smith, Executive Director
(617) 426-5600 **Type of Organization:** Non-profit
Program: Instituted a policy for purchasing goods and services which emphasizes outreach to women and minority-owned firms and businesses located in low-income neighborhoods.

Jewish Vocational Service

105 Chauncy Street
Boston, MA 02111 [Region 01]
Contact: Barbara Rosenbaum, Executive Director
(617) 451-8147 **Type of Organization:** Non-profit
Program: Offers the Self-Employment Training Opportunities (SETO) Program, a free, 12-week business start-up training course, as well as one year of technical support and access to capital to low income individuals with a business idea.

Joan B. Fox Consultants

6 Sevinor Road
Marblehead, MA 01945 [Region 01]
Contact: Joan B. Fox, Principal
(617) 639-1956 **Type of Organization:** Business
Program: Held "Coming Together: Women at the Crossroads" conference, shaped by mid-life women, to help them affirm past experiences and explore choices for the future. More than 150 attended.

John Hancock Financial Services

200 Clarendon Street
P.O. Box 111
Boston, MA 02117 [Region 01]
Contact: Alison M. Stetson, Consultant
(617) 572-673B **Type of Organization:** Business
Program: Implemented formal mentoring program; initiated pilot project offering its 140 Financial Services Department employees flexible work arrangements.

Massachusetts Association of HMO's

18 Tremont Street
Suite 305
Boston, MA 02108 [Region 01]
Contact: Mary Ann Preskul–Ricca, Public Affoirs Coordinator
(617) 523-3300 **Type of Organization:** Non-profit
Program: Began providing dental insurance for its 12 employees and their families.

Newfund/New England Women's Fund

PO Box 41
Brookline, MA 02146 [Region 01]
Contact: Anne Sanders, Executive Director
(617) 731-5600 **Type of Organization:** Non-profit
Program: This fund was launched to sponsor educational programs and award grants addressing the needs of women and girls in the areas of education, health, sports and the arts.

NOVA Chemicals, Inc.

690 Mechanic Street
Leominster, MA 01453 [Region 01]
Contact: Linda Bartoni, Benefits Specialist
(508) 537-1111 **Type of Organization:** Business
Program: Began a job sharing program; provides a day care facility; and offers dependent care flexible spending accounts to its 179 employees, 32% of whom are women.

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Parents United for Child Care

30 Winter Street, 7th Floor
Boston, MA 02108 [Region 01]

Contact: Elaine Fersh, Director
(617) 426-8288 **Type of Organization:** Non-profit

Program: In the first year of a three year program, awarded 28 grants to child care programs to provide affordable options for 600 low and moderate income children; co-hosted a forum on before-school program start up.

Polaroid Corp.

750 Main Street
Cambridge, MA 02139 [Region 01]

Contact: Jim Hardeman, Corp. Employee Assistance Program Mgr.
(617) 386-8288 **Type of Organization:** Business

Program: Initiated — and participates in — a project challenging businesses to develop family violence protocols for employees; train managers in domestic violence; and provide in kind services, volunteers, expertise and money to a battered women's shelter.

Raytheon Company and Raytheon Electronic Systems Business Unit

180 Hartwell Road
Bedford, MA 01730 [Region 01]

Contact: Laurie L. Meisner, Mgr., Diversity & Complionce Programs
(617) 274-3129 **Type of Organization:** Business

Program: Initiated benefits including: immunizations, annual pap smears, baseline mammograms, health risk assessment, 24 hour paid time off for personal reasons, and free counseling or referral.

Star Market Company, Inc.

625 Mt. Auburn Street
Cambridge, MA 02138 [Region 01]

Contact: Carole O'Connor Gates, Executive Vice President, Marketing
(617) 528-2305 **Type of Organization:** Business

Program: Opened a child care center for shoppers in their Allston supermarket.

Texas Instruments

34 Forest Street
MS 2-10
Attleboro, MA 02703 [Region 01]

Contact: Morilyn Fuller, Manager, Diversity Staffing on Career Services
(508) 236-1756 **Type of Organization:** Business

Program: Initiated a training program emphasizing the importance of a flexible work environment to the company's business success. The company offers a full summer camp for employees' children, pilot telecommuting projects and other innovations.

The MITRE Corporation

202 Burlington Road
Bedford, MA 01730 [Region 01]

Contact: Cheryl A. Marceau, Associate Corporate Director
(617) 271-3545 **Type of Organization:** Business

Program: Began offering pregnancy/parenthood information packets, an elder care support group and flexible work schedules for its 4,500 employees.

Trust Insurance Co.

425 John Quincy Adams Road
Taunton, MA 02780 [Region 01]

Contact: Emily Creonte, Personnel Supervisor
(508) 821-7024 **Type of Organization:** Business

Program: Began offering summer and vacation camp for employee's children ages 6–10. In the summer of 1996, 18 children enrolled.

University of Massachusetts Boston

100 Morrissey Blvd.
Boston, MA 02101 [Region 01]

Contact: Ellen A. Bruce, Associate Director, Public Policy Division
(617) 287-7300 **Type of Organization:** University

Program: Staffs a coalition of agencies, grassroots organizations and individuals dedicated to providing education to women on their pensions.

Woburn Council of Social Concern, Inc.

19 Campbell Street
Woburn, MA 01801 [Region 01]
Contact: Jose A. Santiago, Hispanic Program Director
(617) 935-6495 **Type of Organization:** Non-profit
Program: Initiated a mentoring program for Hispanic women; established a support group to help them work through issues they face as workers, mothers and women.

Work/Family Directions

930 Commonwealth Avenue
Boston, MA 02215 [Region 01]
Contact: Ruth Katz, Marketing Assoc.
(617) 278-4049 **Type of Organization:** Business
Program: Initiated new programs for its 400 workers including: health benefits for spousal equivalents; a compensation review; on-site snow day care for K-6; a child resource room; a lactation room; a career resource center and job information directory system.

Workplace Connections, Inc.

300 Bear Hill Road
Waltham, MA 02154 [Region 01]
Contact: Eleanar T. Nelson, President
(617) 890-5820 **Type of Organization:** Business
Program: Succeeded in convincing three of their business clients to implement family friendly workplace changes and participate in the Hanar Roll.

(MD) Maryland

American Speech-Language-Hearing Association

10801 Rockville Pike
Rockville, MD 20852 [Region 03]
Contact: Mindy Mailman, Benefits Manager
(301) 897-5700 **Type of Organization:** Non-profit
Program: Implemented telecommuting and flexplace programs and extended long-term disability insurance to part-time workers.

Baltimore City Commission for Women

10 South Street
Suite 600
Baltimore, MD 21202 [Region 03]
Contact: Cathy Brown, Deputy Director
(410) 396-4274 **Type of Organization:**
Program: Initiated Sexual Harassment Survey Project and issued a challenge to the private sector to increase the number of women on private sector boards ond cammissions.

Baltimore Gas & Electric

39 W. Lexington Street
Baltimare, MD 21201 [Regian 03]
Contact: Linda D. Miller, Manager Emplayee Services
(410) 234-6151 **Type of Organization:** Business
Program: Implemented a pilot mentoring program focused on increasing the retention and development of high potential employees.

Calvert Group

4550 Montgomery Avenue
Suite 1000N
Bethesda, MD 20901 [Region 03]
Contact: Michelle Reed, Program Coordinator
(301) 951-4879 **Type of Organization:** Business
Program: Initiated program called "Investing Your Way: A Personal Economy & Investment Program for Women," that provides a centralized, multi-faceted group of resources and financial services such as a financial guide, a financial planning kit, and seminars.

Calvert Group

4550 Montgomery Avenue
Suite 1000N
Bethesda, MD 20814 [Region 03]
Contact: Judy Shober, Employment and Community Relations Manager
(301) 657-7005 **Type of Organization:** Business
Program: Expanded its Personal Choices benefits package to include a variety of flexible choice options such as additional time off, short and long term disability, and a capital accumulation plan.

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Century Engineering, Inc.

32 West Road
Towson, MD 21204 [Region 03]

Contact: Christine M. Hurt, Controller
(410) 823-8070 **Type of Organization:** Business

Program: Allows employees with special circumstances such as long commutes, bus scheduling problems and dependent care needs to create individualized flexible work schedules.

Hughes STX

7701 Greenbelt Road
Suite 400
Greenbelt, MD 20770 [Region 03]

Contact: Margo Duesterhaus, Section Manager
(301) 441-4000 **Type of Organization:** Business

Program: Created task force on women in the workplace that was responsible for initiating programs such as mentoring, networking and an evaluation program to examine workers' attitudes and perceptions in the company.

Life Work Strategies, Inc.

710 East Gude Drive
Rockville, MD 20850 [Region 03]

Contact: Barbara Hayden, Administrative Assistant
(301) 309-1720 **Type of Organization:** Business

Program: Enhanced its employee benefits package in pay and health insurance along with dependent care and medical reimbursement accounts.

Maryland State Department of Education

200 W. Baltimore Street
Baltimore, MD 21201 [Region 03]

Contact: Linda Shevitz, Gender Equity Specialist
(410) 767-0428 **Type of Organization:** Education

Program: Collaborated with the Maryland Commission for Women to distribute a kit focusing on valuing of women's work and an exploration of the wide range of career options open to women.

Metropolitan Washington Work/Life Coalition

3950 Ferrara Drive
Wheaton, MD 20906 [Region 03]

Contact: Donna Phillips, President
(301) 468-4429 **Type of Organization:** Non-profit

Program: Surveyed companies in metropolitan Washington D.C. that have implemented successful work/life programs.

The Prince George's County Government, Department of Family Services

County Service Building
5012 Rhode Island Avenue
Hyattsville, MD 20781 [Region 03]

Contact: Donna F. Crocker, Director, Department of Family Services
(301) 699-2670 **Type of Organization:** Gov't/Elected Official

Program: Initiated school volunteer project in Hyattsville, encouraging employees to tutor, mentor, chaperone, coach, teach a craft or subject in a county school.

(ME) Maine

Maine Dept. of Transportation

16 State House Station
Child Street
Augusta, ME 04330 [Region 01]

Contact: Jane Gilbert, Director, Office of Human Resources
(207) 287-3576 **Type of Organization:** Gov't/Elected Official

Program: Established affordable, flexible-hour child care for workers at 3 major construction projects in Maine.

Women's Business Development Corp.

P.O. Box 658
Bangor, ME 04402 [Region 01]

Contact: Lou Chamberland, Executive Director
(207) 947-5990 **Type of Organization:** Non-profit

Program: In partnership with Key Bank, established revolving loan fund for micro-businesses. In its first 18 months, the fund loaned $73,900 to 17 borrowers.

(MI) Michigan

BDO Seidman, LLP
755 W. Big Beaver Road, Suite 1900
Troy, MI 48084 [Region 05]
Contact: Mike Collins, Managing Director
(810) 362-2100 **Type of Organization:** Business
Program: Established task force to ensure "zero loss" of personnel from work/family conflicts. Implemented telecommuting, flexible spending accounts, alternative work schedules, floating holiday, employee-chosen mentors. Allow children at work.

Butterworth Hospital
930 Lake Drive, SE
Grand Rapids, MI 49506 [Region 05]
Contact: Janice A. Newman, Director, Family Care Services
(616) 458-7301 **Type of Organization:** Non-profit
Program: Instituted emergency/back-up dependent care; pays for half the cost up to 100 hours per year. Furnished lactation room, which has been used by 1,000 women.

Child Care Resources
268-B E. Kilgore Road
Kalamazoo, MI 49001 [Region 05]
Contact: Kristi Carambula, Executive Director
(616) 349-3296 **Type of Organization:** Non-profit
Program: Initiated program allowing employees of this 11-person non-profit organization to bring babies to work full-time. Provides a crib and a private office for the parent. Co-workers watch baby when parent needs uninterrupted time with a client or task.

City of Lansing, Michigan
9th Floor City Hall
124 W. Michigan Avenue
Lansing, MI 48933 [Region 05]
Contact: Linda Sanchez, Special Assistant to the Mayor
(517) 483-4141 **Type of Organization:** Gov't/Elected Official
Program: In State of the City message, Lansing Mayor David C. Hollister asked citizens, businesses, non-profits, unions, local governments and schools to pledge to initiate one family friendly activity or practice in 1996. Encouraged media to highlight efforts.

Council on Domestic Violence & Sexual Assault
P.O. Box 2289
Midland, MI 48641 [Region 05]
Contact: Bernadine Lasher, Executive Director
(517) 835-6771 **Type of Organization:** Non-profit
Program: On quarterly basis, bring in local college representatives to assess the skills of Shelterhouse's current and former clients. Offer one-on-one advice about the client's strengths and job/educational prospects. 100–125 women have been served.

Every Woman's Place, Inc.
1221 W. Laketon Avenue
Muskegon, MI 49441 [Region 05]
Contact: Tom Heinz, Acting Director
(616) 759-7909 **Type of Organization:** Non-profit
Program: Initiated a Cable Splicing Program for unemployed and AFDC women with the Departments of Social Services and Employment & Training. 8 of the 10 women completing the first training are employed at jobs paying $17/hour. Additional trainings being held.

Ford Motor Company
Ford Motor Co., World Headquarters
The American Road
Dearborn, MI 48120 [Region 05]
Contact: Dave Cooper, Work Life Planning Manager
(313) 248-7505 **Type of Organization:** Business
Program: Established program allowing eligible employees to reduce work hours by 25%, 40% or 50% for a period of 4 months to 3 years with pay and most benefits reduced proportionately. Over 200 employees have participated.

Lansing Community College Women's Resource Center
1130 Women's Resource Center
P.O. Box 40010
Lansing, MI 48901 [Region 05]
Contact: Sheila Schafer, Intake and Eligibility Specialist
(517) 483-1199 **Type of Organization:** Community College
Program: In July 1994, increased student stipends for Child care from $10,000 to $93,000. In the first year of this increase, funded Child care 285 students (up from 64 the previous year.) Also purchased enhanced child care referral services.

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Merrill–Palmer Institute

Wayne Sate University, 71-A E. Ferry
Detroit, MI 48202 [Region 05]
Contact: Merlynn Levin, Director, Wark/Family Deportment
(313) 872-1790 **Type of Organization:** Non-profit
Program: Held a Strotegic Planning Conference with 25 business, government, labor ond cammunity leaders to plon "Wamen in the Warkplace" forums nationwide. Forums are intended to build strategies for balancing work and family needs.

National Association of Women Business Owners, Greater Detroit

600 West Lafayette
Room 205
Detroit, MI 48226 [Region 05]
Contact: Ms. Caral R. Gove, Executive Director
(313) 961-4748 **Type of Organization:** Non-profit
Program: Developed "Women Meon Business Raundtables" far wamen to discuss problems, netwark and exchange infarmation on opportunities for counseling and training.

Oakland University

135 O'Dowd Hall
Oakland University
Rochester, MI 48309 [Region 05]
Contact: Michael P. Long, Associate Professor
(810) 370-3124 **Type of Organization:**
Program: Added Family Friendly components to 3 credit courses within the Labor & Employment Studies curriculum: awareness of employment/family challenges; legal rights under the Civil Rights Act, Family ond Medicol Leave Act, etc.; dependent care options.

Safe Shelter

80 West Maine
Benton Harbor, MI 49022 [Region 05]
Contact: Mable C. Dunbor, Executive Director
(616) 925-2280 **Type of Organization:** Non-profit
Program: Began paying expenses for its full- and part-time warkers (mostly women) ta participate in relevant continuing education, workshops, seminors, etc. Allows flexible work schedules to accommodate educational pursuits.

The Arbor Consulting Group, Inc.

711 West Ann Arbor Troil
Plymauth, MI 4B170 [Region 05]
Contact: Jaan Moore, President
(313) 451-2220 **Type of Organization:** Business
Program: Began offering flexible work arrangements including flexible start & stop times, breaks for school programs, work at home, rearrangement of schedules from week-to-week to meet family needs. Offers pro-roted benefits for part-timers.

The Michigan Women's Foundation

119 Pere Marquette
Suite 2A
Lansing, MI 48912 [Regian 05]
Contact: Sondro Bitonti Stewart, Associate Director
(517) 374-3270 **Type of Organization:** Non-profit
Program: During 1995–6, gave grants to 4 job training and job odvocacy programs that have served an estimoted 100 women.

The Nokomis Foundation

5355 Narthland Dr., Suite 212
Grond Rapids, MI 49505 [Region 05]
Contact: Deb Bloom, Coordinotor Women Matter
(616) 451-0267 **Type of Organization:** Non-profit
Program: This 3 persan non-profit organizotion allows employees flexibility ta work from home or bring children to work when child core orrongements fall through.

UAW–GM Center for Human Resources

301 W. Fourth Street
Suite 150
Royal Oak, MI 48067 [Region 05]
Contact: Elaine Glasser, Child Care Specialist
(810) 691-6850 **Type of Organization:** Labor/ Business
Program: Estoblished elder care resource and referral at 5 locations. Opened o summer camp for schaalage children of the 40,000 UAW-represented GM workers at 14 plants the Flint, MI area. Over 400 children attended the comp in 1994 & 1995.

University of Michigan, Center for the Education of Women

Center for the Education of Women
330 East Liberty
Ann Arbor, MI 48103 [Region 05]

Contact: Cinda-Sue Davis, Director, Wamen in Science & Engineering Pro.
(313) 998-7225 **Type of Organization:** University

Program: Initiated a 5-year model program designed to recruit, retain, graduate and foster the future successes of women engineering and physical science students.

University of Michigan, Ann Arbor

6076 Fleming Administration Building
Ann Arbor, MI 48103 [Regian 05]

Contact: Mary Jo Frank, Coardinator of Executive Communications
(313) 763-7301 **Type of Organization:** University

Program: Initiated life insurance for emplayee's spouse, domestic partner and children; vision plan for families; lang-term care plan; enhanced dental caverage. Hired staff to take sexual harassment camplaints. Established scholarships for Hospital Child Care.

Whirlpool Corporation

2000 US 33 North
Benton Harbor, MI 49022 [Regian 05]

Contact: Debra A. Terry, Human Resources Manager
( ) - **Type of Organization:** Business

Program: Formed partnerships with nanprafits to provide Child care resource and referral; fund training af in-home providers; create back-up child care; offer holiday/snow day program; etc far 23,000 workers. (All programs not available at all Whirlpaal sites.)

William Beaumont Hospital

16500 West 12 Mile Road
P.O. Box 5105
Southfield, MI 48034 [Region 05]

Contact: Karen Stachura, Senior Human Resources Associate
(810) 423-2438 **Type of Organization:** Non-profit

Program: Established the William Beaumont Scholarship Program, which awards up to twelve $1,000 scholarships to eligible employees' children each year.

Women's Committee of the Human Rights Commission, City of Detroit

2990 E. Grand Blvd.
Detroit, MI 48202 [Region 05]

Contact: Jaann N. Watson, Chairperson
(313) 871-2087 **Type of Organization:** Appointed

Program: Sponsared a citywide "Women's Equity Day Celebratian" attended by aver 1,000 wamen, which facused an skill development and training workshops.

Women's Resource Center

25 Sheldon SE, Suite 220
Grand Rapids, MI 49503 [Region 05]

Contact: Sharon Caldwell-Newton, Executive Director
(616) 458-5443 **Type of Organization:** Non-profit

Program: Implemented a 2.5% to 5% staff salary increase. Adopted a flexible benefits plan. Planning an employer-supported retirement plan and a dental benefit for eligible employees.

(MN) Minnesota

Arrowhead Economic Opportunity Agency

702 Third Avenue S.
Virginia, MN 55792 [Region 05]

Contact: Mari Korcha, Lives in Transition Counselor
(218) 749-2912 **Type of Organization:** Non-profit

Program: Initiated a series of brown bag luncheons to inform working women an issues that impact their jobs, their ability to balance work/family responsibilities, and their overall economic status.

Ceridian Corporation

8100 34th Avenue South
Bloomington, MN 55425 [Region 05]

Contact: Kathy Fahnhorst
(612) 853-6032 **Type of Organization:** Unknown

Program: Extended eligibility far funeral leave, short-term disability, adoption assistance & tuition reimbursement to the company's 875 part-time warkers. Some benefits are pro-rated; others are identical to those received by full-time workers.

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Heartland Community Action Agency

310 South First Street
Box 1359
Willmar, MN 56201 [Region 05]

Contact: Debi Brandt, Program Coordinator
(320) 235-0850 **Type of Organization:** Non-profit

Program: Spearheaded a housing relocation project to assist 125 Hispanic migrant families facing eviction due to closure of a mobile home park. Families were able to remain together and continue working in Wilmar in permanent jobs.

Honeywell, Inc.

P.O. Box 524
MN12-3327
Minneapolis, MN 55440-0524 [Region 05]

Contact: Carol Seiler, Principal Human Resources Specialist
(612) 951-3504 **Type of Organization:** Business

Program: In February 1995, 5,000+ Minneapolis-based were provided with a fully-paid elder care and disabled adult relative resource referral service under contract with Work/Family Directions.

Minnesota Department of Employee Relations

200 Centennial Bldg.
658 Cedar Street
Saint Paul, MN 55155 [Region 05]

Contact: Faith Zwemke, Pay Equity Coordinator
(612) 296-2653 **Type of Organization:** Gov't/Elected Official

Program: Began imposing penalties for non-compliance with law requiring that all Minnesota local jurisdictions offer equal pay for work of comparable value. Collected $1.4 million dollars for 770 women.

Minnesota State Colleges and Universities

550 Cedar Street
Suite 375
Saint Paul, MN 55101 [Region 05]

Contact: Janice Templin, Gender Equity Program Manager
(612) 296-9451 **Type of Organization:** Gov't/Elected Official

Program: Established Working Women Count Committee to make policy recommendations supporting equity awareness and providing stress reduction, a family friendly work environment, and staff development.

New Directions: A Network of Services for Displaced Homemakers

OTWCAC
P.O. Box L
New York Mills, MN 56567 [Region 05]

Contact: Pat Fredley, Program Director
(218) 385-2900 **Type of Organization:** Non-profit

Program: Sponsored an Arts & Crafts Show to raise money for 5 low-income displaced homemakers to attend the Region V Women Work! Conference. The women were exposed to successful role models and learned about educational and employment opportunities.

Pamela Krank & Associates, Inc.

2550 University Avenue, W.
Suite 230 N
Saint Paul, MN 55114 [Region 05]

Contact: Pamela Krank, President
(612) 647-6630 **Type of Organization:** Business

Program: Established "Mom's Hours" for all part time employees. They work 2–3 days a week (of their choice) between 9:30 AM & 3:30 PM and earn $15 to $17 per hour plus profit-sharing as do full-time workers.

Pathfinders — West Central MN Communities Action

307 8th Avenue West
Alexandria, MN 56308 [Region 05]

Contact: Chris Spaulding, Director
(320) 762-3010 **Type of Organization:** Non-profit

Program: Gave women the opportunity to participate in hands-on training on basic methods of self-defense. Developed workshops for women entering or re-entering the workforce.

Project SOAR

205 West 2nd Street, Suite 101
Duluth, MN 55802 [Region 05]

Contact: Phyllis Pajonk, Director
(218) 722-3126 **Type of Organization:** Non-profit

Program: Initiated entrepreneurial training program for women interested in self-employment

The St. Paul Companies

385 Washington Street
Saint Paul, MN 55103 [Region 05]

Contact: Colleen Kaney, Senior Communication Specialist
(612) 310-7819 **Type of Organization:** Business

Program: Implemented compressed work weeks, flextime, job sharing, part-time work with prorated benefits and access to training, and telecommuting. Established Women's Network to influence corporate culture, address career development, raise visibility of women.

UFCW Local 789

266 Hardman Avenue
South Saint Paul, MN 55075 [Region 05]

Contact: Caroline Larsen, Union Representative & UFCW Region 6 Women's Network Coordin
(612)451-6240x233 **Type of Organization:** Labor Union

Program: Began offering workshops to union members, their employers and the community on workplace violence. The long-term goal is to train a union "liaison" at each unionized worksite to function as a troubleshooter before worksite problems escalate.

(MO) Missouri

Ad Hoc for Child Care Salaries

Berkeley Child & Family Development Center; UMKC
5100 Rockhill Road
Kansas City, MO 64101 [Region 07]

Contact: Amy Wolf, Director
(816) 235-2600 **Type of Organization:** Ad Hoc

Program: Launched initiative to raise $100,000.00 for the salary increase of its child care workers. This is expected to reduce teacher turnover rates and increase training and child program quality.

AlliedSignal

P.O. Box 419159
Kansas City, MO 64101 [Region 07]

Contact: Karen K. Clegg, President
(816) 997-3321 **Type of Organization:** Business

Program: Developed a task force to explore and implement policies and programs to help its 3,300 workers balance their work and family lives. Issues being explored include child care, flexible work schedules, financial planning seminars and parenting seminars.

American Multi-Cinema, Inc.

106 West 14th Street
Kansas City, MO 64105 [Region 07]

Contact: Jeff Schnabel, V.P. Administration
(816) 221-4000 **Type of Organization:** Business

Program: Expanded the Educational Assistance Program, to include 422 managers and 1328 full-time employees. Through the program, employees receive tax-exempt reimbursement for job-related college accredited courses.

Blue Cross & Blue Shield

2301 Main Street
Kansas City, MO 64108 [Region 07]

Contact: Karon E. Harris, Executive Vice President
(816) 395-2201 **Type of Organization:** Business

Program: Established an on-site employee's health clinic; provides on-site mammograms twice a year; subsidizes health club membership; provides continuing education credits on-site for nursing staff.

Boatmen's Bank

209 N. Main Street
P.O. Box 311
Kennett, MO 63857 [Region 07]

Contact: Brenda M. Ward, Human Resources
(573) 888-4571 **Type of Organization:** Business

Program: Implemented a flexible work schedule, that allows for health appointments, school programs and other activities.

Butler Foundation

BMA Tower Penn Valley Park
Kansas City, MO 64101 [Region 07]

Contact: Barbara Faye
(816) 968-3000 **Type of Organization:** Non-profit

Program: Began awarding eight scholarships each year to children of Butler employees. Will match employees' contributions to educational and cultural organizations of their choice, including those supporting females, minorities and the disabled.

Butler Manufacturing Company

BMA Tower, Penn Valley Park
P.O. Box 419917
Kansas City, MO 64101 [Region 07]

Contact: Phil Jones, Director, Human Resources
(816) 968-3000 **Type of Organization:** Business

Program: Held an internal career fair for women and minorities; sponsors on-site GED preparation; supports an informal mentoring program.

Camp Fire Boys & Girls

4601 Madisan Avenue
Kansas City, MO 64112 [Region 07]

Contact: Loretta Marshall, Director of Administrative Services
(816) 756-1950 **Type of Organization:** Non-profit

Program: Established a self-directed work team to make better use of the organizatian's administrative assistants. This team concept has empawered members ta take initiative, build their self-esteem and increase the value of their work throughout the agency.

Christ Temple Church

3400 Paseo
Kansas City, MO 64109 [Region 07]

Contact: Rev. Mark Tolbert, Pastor
(816) 561-3619 **Type of Organization:** Non-profit

Program: Provided a day of instruction (as well as child care, food and clothing) for 52 women from 6 battered women's shelters; hosts a 3 day Women's Forum on issues including career and family.

City of Kansas City

City Hall
414 E. 12th Street
Kansas City, MO 64106 [Regian 07]

Contact: Denise Phillips, Chief of Staff
(816) 274-2595 **Type of Organization:** Gov't/Elected Official

Program: Established the "Educational Leave Initiative," allawing the City's 4,600 employees four hours paid leave to participate in school programs such as elementary school graduation, field trips and parent–teacher conferences.

Commerce Bank

720 Main Street
Kansas City, MO 64105 [Region 07]

Contact: Mr. John Storey, VP/Director of Human Resources
(816) 234-2055 **Type of Organization:** Business

Program: Assessing the pay levels of women and adjusting them as necessary; improving paid and unpaid leave policies; offering mandatory leadership training for women managers.

Communication Workers of America and the Mayor of Lee's Summit, Missouri

2902 S. Blue Ridge Blvd.
1519 Oak Street
Kansas City, MO 64129 [Region 07]

Contact: Chere Chaney
(B16) 524-6355 **Type of Organization:** Labar Union

Program: Working to establish an on-site child care center at the AT&T Mega Center to serve bath the CWA members and the AT&T employees working at the Mega Center.

Computer & Business Institute

39 Fax Valley Center
Arnold, MO 63010 [Region 07]

Contact: Jerry Finley, Director
(314) 282-6060 **Type of Organization:** Business

Program: Established flexible working hours to allaw employees time off for family & personal needs. The company has 5 employees that benefit from this policy.

Country Mart

1447 J State Hwy. 248
Suite J
Branson, MO 65616 [Region 07]

Contact: JoAnn L. Richardson, Supervisor
(417) 334-2101 **Type of Organization:** Business

Program: This 100-person business allows nursing mothers time ta "pump" during their work schedule, and offers mothers flexible hours.

Crider Consulting

411 West 46th Terrace
Konsos City, MO 64101 [Region 07]
Contact: Martha Crider, President
(816) 931-3392 **Type of Organization:** Business
Program: Allows a maximum of four hours paid leave to employees for activities such as parent-teacher conferences or cooperative efforts with area schools. Crider's president is challenging other businesses to do the same.

DMS Chemical & Industrial Distributors

2221 E. 12th Street
Konsos City, MO 64127 [Region 07]
Contact: Herman Glass, Jr., President
(816) 483-3008 **Type of Organization:** Business
Program: 4-person company grants absences for children's school events/medical appointments; allows sick children to work as back-up; give employees' teenage children priority for hourly semi-skilled/ unskilled temporary jobs; cross-trains when possible.

Epworth Bootheel

205 N Washington
P.O. Box 249
East Prairie, MO 63845 [Region 07]
Contact: Dorothy Moore, Motivator
(573) 649-3731 **Type of Organization:** Non-profit
Program: Established free 10-month program helping underprivileged women gain work information/skills through field trips to area employers; a GED program; and "Survival Skills" training in parenting, budgeting, food shopping, cooking, etiquette, etc.

First Step Fund

1080 Washington Street
Konsos City, MO 64105 [Region 07]
Contact: Carol Jacobson, Exec. Director
(B16) 474-5111 x247 **Type of Organization:** Non-profit
Program: Established loan fund for public housing residents and others of low/moderate income starting businesses. Borrowers complete 10-week training and enroll in peer lending group that evaluates borrowing readiness. Initial loans are $500–$2,500.

Government Employees Hospital Association

17306 E. 24 Hwy.
Independence, MO 64056 [Region 07]
Contact: Margaret A. Evans, SPHR, Director, Human Resources
(816) 257-5500x3305 **Type of Organization:** Non-profit
Program: Implemented a Pay for Performance Program and a Wellness Program that stand to benefit all 698 of its members.

Group 53

810 E. 63rd Street
Konsos City, MO 64110 [Region 07]
Contact: Michelle Lothon, Executive Vice President
(816) 363-5353 **Type of Organization:** Business
Program: This 10-person business began offering free computer training and seminars on issues such as stress management and work/family balance.

Hallmark Cards, Inc.

2501 McGee
Box 419580
Konsos City, MO 64101 [Region 07]
Contact: Andrea Zeorlin, Work & Family Services
(816) 545-6941 **Type of Organization:** Business
Program: This 10,000-person company began offering partially-subsidized on-site consultations with a child behavior specialist with expertise in the treatment of common behavior problems with children.

INROADS Inc., St. Louis

10 So. Broadway
Suite 700
Saint Louis, MO 63102 [Region 07]
Contact: Evelyn Kelly, Director of Human Resources
(314) 241-7488 **Type of Organization:** Non-profit
Program: Increased sick leave from 6 to 10 days and began allowing workers to use this leave to care for sick family members. Allows employees to bring children to work if they are ill or baby-sitting arrangements fall through.

INROADS, Inc.
Kansas City, Missouri

3100 Main, Suite 301
Kansas City, MO 64111 [Region 07]
Contact: Twana Hall Scott, Managing Director
(816) 561-2383 **Type of Organization:** Non-profit
Program: Increased sick leave from 6 to 10 days and began allowing workers to use this leave to care for sick family members. Allows employees to bring children to work if they are ill or baby-sitting arrangements fall through.

Jerron & Associates, Inc.

P.O. Box 571
Arnold, MO 63010 [Region 07]
Contact: Sharon K. Loethen, President
(314) 296-6540 **Type of Organization:** Business
Program: Joined with professional engineers to train Missouri Job Corps participants in blueprint reading. Took students to construction site to see professionals using blueprint drawings.

Johnson Control

2730 W. Main Street
Jefferson City, MO 65109 [Region 07]
Contact: Colleen Ossman, Human Resource Manager
(314) 893-4443 **Type of Organization:** Business
Program: Began offering its approximately 200 employees "Lunch & Learn" seminars on cancer detection, eating and stress management, sleeping giant within, and people skills.

Johnston Insurance Agency

21 West Gregory Boulevard
Kansas City, MO 64114 [Region 07]
Contact: Thomas Johnston, President
(816) 361-2423 **Type of Organization:** Business
Program: Implemented a group disability plan for all full-time employees and a 401(k) retirement plan for all employees. Pays for continuing education requirements for all licensed employees.

Kansas City Executives Suites

2405 Grand
#500
Kansas City, MO 64108 [Region 07]
Contact: Patricia Robinson, Manager
(816) 374-7676 **Type of Organization:** Business
Program: This 6-person company pays for all health benefits, including dental (with optional employee cost to cover dependents.) Offers employees opportunities to participate in classes, seminars, conventions.

Kansas City Friends of Alvin Ailey

218 Delaware
Kansas City, MO 64110 [Region 07]
Contact: Barbara Morrow Williams, Executive Director
(816) 471-6003 **Type of Organization:** Non-profit
Program: Provides workshops, concerts and emergency care for their staff and the community.

Laser Mark-It, Inc.

5 Donuser Drive
Hermann, MO 65041 [Region 07]
Contact: Phyllis A. Hannon, President
(573) 486-5500 **Type of Organization:** Business
Program: Initiated an IRA-SEP profit sharing program, under which Laser makes contributions for all eligible employees each year.

LGC & Associates

2405 Grand
Suite 500
Kansas City, MO 64108 [Region 07]
Contact: Linda G. Cooper, President
(816) 960-0542 **Type of Organization:** Business
Program: This small business provides 4 hours per year for employees to attend their children's school functions.

Lincoln University

319 Founders Hall
P.O. Box 29
Jefferson City, MO 65101 [Region 07]

Contact: Rosemary Hearn, Dean, College of Arts and Sciences
(573) 681-5142 **Type of Organization:** Non-profit

Program: Conducted survey of working mothers (faculty and students); created a directory to facilitate the exchange of babysitting services. Launched "Women's Leadership Academy" for female students to participate in leadership programs and internships.

Mayer Hoffman McCann L.C.

420 Nichols Road
Kansas City, MO 64112 [Region 07]

Contact: Ann E. Kohlsaat, Director Human Resources
(816) 968-1000 **Type of Organization:** Business

Program: Began offering cancer insurance and long term care insurance. Introduced the option of participating in an HMO for which the company absorbs the premium cost. Implemented an Employee Assistance Program.

Missouri AFL–CIO

208 Modison Street
Jefferson City, MO 65101 [Region 07]

Contact: Don Owens, Secretory–Treosurer
(573) 634-2115 **Type of Organization:** Labor Union

Program: Conducted two seminars to help its membership fully understand pensions, pension programs, 401Ks, etc., and help them prepare for future retirement with the most secure investments.

Missouri Department of Labor and Industrial Relations

3315 W. Trumon Boulevard
P.O. Box 504
Jefferson City, MO 65102 [Region 07]

Contact: Sandra M. Moore, Director
(573) 751-4091 **Type of Organization:** Gov't/Elected Official

Program: Implemented program to educate employees on state-provided benefits, particularly pensions, deferred compensation cafeteria plans and health care systems. Providing access to leadership training for lower level working women.

Missouri Southern State College

3950 E. Newman Rood
Joplin, MO 64801 [Region 07]

Contact: Barbara Herford, Assistant to the Director of Continuing Educotion
(417) 625-9384 **Type of Organization:** Non-profit

Program: Provides on exercise program for employees during their lunch hour or before or after work. Approximately 200 employees have the opportunity to participote.

Missouri State Department Office of Administration

Truman Bldg. Room 430-860
Jefferson City, MO 65101 [Region 07]

Contact: Bob Shoop, Dept. Personnel Officer
(573) 751-1623 **Type of Organization:** Gov't/Elected Official

Program: Implemented a Diversity Management Program including: career pothing for career development; a Women's Month Program; mentoring pragroms; and a Glass Ceiling study, which hos been incorporoted into the Department's affirmative octian plan.

Nelson Gallery Foundation

4525 Oak Street
Konsas City, MO 64111 [Region 07]

Contact: Debra Craig, Human Resource Manager
(816) 751-1276 **Type of Organization:** Non-profit

Program: Allows several female employees to work from home 1 to 2 doys a week. Gove workers an additional 3 doys of leave per yeor for the care of a sick child or person.

Office of the Governor State of Missouri

State Capitol, Room 216
Jefferson City, MO 65101 [Region 07]

Contact: Hon. Mel Cornahan, Governor
(314) 751-3222 **Type of Organization:** Gov't/Elected Official

Program: Provided its employees with a $25 state-matched deferred compensation benefit program. This program will serve as o cotolyst for approximately 65,000 State workers to save money for future needs.

Optec D.D. U.S.A.

5701 Hwy. 54 East
Mexico, MO 65265 [Region 07]

Contact: Judy BurKemper, Human Resource Manager
(314) 581-1420 **Type of Organization:** Business

Program: Enhanced cafeteria benefit plan to include dependent reimbursement. Approximately 215 employees and their dependents stand to benefit from this new benefit.

Payless Cashways

2300 Main
Kansas City, MO 64108 [Region 07]

Contact: Brenda Nolte, Public Affairs Officer
(816) 234-6183 **Type of Organization:** Business

Program: Initiated a job sharing program under which participants remain eligible for employee benefits, including medical, retirement and 401K plans. Participants also continue to accrue vacation time on a pro-rated basis.

Penn Valley Community College

3201 Southwest Trafficway
Kansas City, MO 64111 [Region 07]

Contact: Jennifer Walker, Coordinator
(816) 759-4149 **Type of Organization:** Education

Program: Developed a summer child care program for school-age children, called Escapades, which focuses on the creative arts, health and fitness, multicultural education and community awareness.

Prestige Business Service

1044 Main Street
Suite 500
Kansas City, MO 64105 [Region 07]

Contact: Cynthia R. Botts, President & CEO
(816) 472-6007 **Type of Organization:** Business

Program: Began offering training in computer and office procedures to women from the community who want to enter the workforce. Approximately 26 women per year will be served.

Saint Joseph Health Center

1000 Carondelet
Kansas City, MO 64114 [Region 07]

Contact: Deborah Hays, Vice President
(816) 943-3945 **Type of Organization:** Non-profit

Program: Developed a career ladder to improve salaries of child care teaching staff, most of whom have received pay adjustments. Offer a wide range of family friendly services.

Scholastic, Inc., National Distribution Center

2931 East McCarty
Jefferson City, MO 65101 [Region 07]

Contact: Dave Spieker, Director, Human Resources
(573) 636-5271 **Type of Organization:** Business

Program: Began offering eligible employees who are primary parents 20 days of paid leave following childbirth; the secondary parent receives five days of paid leave as well.

Springfield Public Schools

940 N. Jefferson
Springfield, MO 65802 [Region 07]

Contact: Glenn Pace, Personnel Director
(417) 864-3971 **Type of Organization:** Public Education

Program: Established job sharing program where 2 teachers handle one position on a 50–50% basis. Provides them full benefits; allows flexibility in scheduling.

St. James United Methodist Church

5540 Wayne
Kansas City, MO 64110 [Region 07]

Contact: Rev. Bo Mason, Assoc. Pastor
(816) 444-5588 **Type of Organization:** Non-profit

Program: Began providing health benefits to day care providers. Approximately 6 women are benefiting.

St. Louis Comprehensive Health Center

5471 Dr. Martin Luther King Drive
Saint Louis, MO 63112 [Region 07]
Contact: Myrtle H. Davis, President/CEO
(314) 367-5820 **Type of Organization:** Business
Program: Began allowing its employees (45% of whom are female heads of households) to take unpaid leave time and emergency leave time based on the circumstances of their case.

St. Peter's Fire Protection District

#1 Timber Brook Drive
Saint Peters, MO 63376 [Region 07]
Contact: Judith Rinesmith, Administrator
(314) 970-9700 **Type of Organization:** Fire Dept.
Program: Implemented mentoring program where professional women are paired with female students. Serves approximately 12 students a year.

State Dept. of Elementary & Secondary Education

Jefferson Building, 6th Floor
Jefferson Street
Jefferson City, MO 65101 [Region 07]
Contact: Juline Carter, Human Relations Officer/Personnel
(573) 751-7610 **Type of Organization:** Gov't/Elected Official
Program: Hosted series of luncheon programs entitled "Women in Government — Their Voices and their Stories" and "Leadership for Women."

State of Missouri Department of Health

1738 E. Elm Street
Jefferson City, MO 65101 [Region 07]
Contact: Mary Hoskins, Personnel Officer
(573) 751-6056 **Type of Organization:** Gov't/Elected Official
Program: Allows opportunity to work 10-hour days and have 3-day weekends; provides lactation rooms; offers sexual harassment education; sponsors Women's History Month cultural awareness program.

The American Business Women's Association

9100 Word Parkway
Box 8728
Kansas City, MO 64101 [Region 07]
Contact: Carolyn B. Elman, Executive Director
(816) 361-6621 **Type of Organization:** Non-profit
Program: Made available over $100,000 in outright grants and interest-free loans to its members who are pursuing business skills training for new careers or expanded job responsibilities.

The Central Exchange

1020 Central
Kansas City, MO 64105 [Region 07]
Contact: Bolilu Herring, CEO & President
(816) 471-7560 **Type of Organization:** Non-profit
Program: Initiated the WILL Program (Working in Later Life) to develop the technical, communications and problem-solving skills of working women over age 50; offer career development assistance; and inform them of their workplace rights.

Tyson Foods

P.O. Box 1058
Sedalia, MO 65302 [Region 07]
Contact: Jennifer Thomas, Personnel Mgr.
(816) 827-8500 **Type of Organization:** Business
Program: Began working with family services to give women an opportunity to get off public assistance; offer an incentive Buddy Program; are in the process of establishing a training center to assist in higher education.

University of Missouri, St. Louis

8001 Natural Bridge
414 Woods
Saint Louis, MO 63121 [Region 07]
Contact: Norman R. Seay, Director, Office of Equal Opportunity
(314) 516-5695 **Type of Organization:** University
Program: In March 1996, for Women's History Month, held a symposium on investing in your future, a brown bag lunch discussion on the Family and Medical Leave Act, a discussion on the impact of gender on arbitration outcomes, and a presentation on elder care.

Urban League of Greater Kansas City

1710 Paseo
Kansas City, MO 64108 [Region 07]
Contact: Gwen Grant, Vice President
(816) 471-0550 **Type of Organization:** Non-profit
Program: This non-profit, which trains disadvantaged persons and welfare recipients in clericol and ward processing skills, upgroded its saftware and equipment. Now it can train participants in the latest technalogy, significantly increasing their marketability.

Watson & Marshall L.C.

1010 Grand Boulevard
Suite 500
Kansas City, MO 64106 [Region 07]
Contact: Kathryn M. O'Brien, Attorneys
(816) 842-3132 **Type of Organization:** Business
Program: Expanded their FOCUS ON WOMEN Series to educate and empawer wamen. Women attarneys af the firm have offered free legal educotion ta the Women's Network for Entrepreneuriol Training; provided netwarking appartunities; etc.

West 47th St. Salon Group & Day Spa, Inc.

1115 W. 47th Street
Kansas City, MO 64112 [Region 07]
Contact: Vetta K. Agnas–Bailey, Owner/Mgr
(816) 756-5756 **Type of Organization:** Unknown
Program: Established o flexible hours policy and o scholarship far casmetalagy schaal with the Women's Employment Network af Kansas City, MO.

Women's Employment Network

3521 Broadway #300
Kansas City, MO 64111 [Region 07]
Contact: Leigh Klein, Executive Directar
(816) 531-7055 **Type of Organization:** Nan-profit
Program: This nan-profit affers its 14 employees flexible scheduling. Assists community wamen with free jab reodiness assessment and troining, academic refresher caurses, clathing for interviews, etc.

(MT) Montana

Associated Foods

P.O. Box 4069
Helena, MT 59604 [Region 08]
Contact: John Waddell, Owner
(406) 442-3140 **Type of Organization:** Business
Program: Provided trucks, training, space, drivers and insurance for wamen in cammercial driving training pragrams. Intend to continue the pragram.

Blackfeet Community College

P.O. Box 819
Browning, MT 59417 [Region 08]
Contact: Mr. Geargе Kipp, Vocotional Educatianal Director
(406) 338-5111 **Type of Organization:** Education
Program: Developed an an-site child care center; married or disobled student housing; and a substance abuse pragram ta help young women deal with self-esteem and gender issues.

Career Development Program, Miles Community College

2715 Dickinson Street
Miles City, MT 59301 [Region 08]
Contact: Sharon Kearns, Director
(406) 232-3031 **Type of Organization:** Nan-profit
Program: Initiated training program for women interested in self-employment; established a NUCRO Loan Program ta help law-income women and men start their own businesses ance they are trained.

Career Futurers, Inc.

44 E. Park Plaza
Butte, MT 59701 [Regian 08]
Contact: Gayle Howell, Executive Director
(406) 723-9101 **Type of Organization:** Nan-profit
Program: Created training far women in non-traditional careers, which incarparates the lessons learned fram the "Working Women Caunt" survey. Severol businesses in Butte are participoting by offering employment to wamen completing the training.

Career Training Institute
32 South Ewing
Helena, MT 59601 [Region 08]
Contact: Caren Brandenberg, Project Director
(406) 443-0800 **Type of Organization:** Non-profit
Program: Conducted market research on business viability in Montana; began working with the Montana Women's Capital Fund to help women start their own businesses; initiated program training women to be commercial drivers.

Career Transitions
321 E. Main Street
Suite 215
Bozeman, MT 59715 [Region 08]
Contact: Liz Muhs, JTPA Program Manager
(406) 587-1721 **Type of Organization:** Non-profit
Program: Provides training — including on-the-job training — for women in mostly nontraditional and specialty jobs.

Child Care Resources
P.O. Box 7038
Missoula, MT 59807 [Region 08]
Contact: Marjorie Boshaw, Director
(406) 728-6446 **Type of Organization:** Non-profit
Program: Works with predominantly women-owned child care providers in 3 counties to develop child care business training and mentor support; championed the creation of a short-term low interest loan fund for child care providers.

City of Missoula
435 Ryman Street
Missoula, MT 59802 [Region 08]
Contact: Fred Rice, Personnel/EEO Officer
(406) 523-4730 **Type of Organization:** Gov't/Elected Official
Program: Conducted a class and solary survey of City employees; implemented an Employee Assistance Program; provided diversity training for oll mid-level managers; established a tosk force on flexible work arrangements.

Friendship Center of Helena
1503 Gallatin
Helena, MT 59601 [Region 08]
Contact: Matthew Dale, Executive Director
(406) 442-6800 **Type of Organization:** Non-profit
Program: Established hiring policy giving preference to victims of domestic violence, sexual assault, crime or homelessness who were helped by the Center.

Missoula Department of Transportation
P.O. Box 7039
Missoula, MT 59807 [Region 08]
Contact: Bonnie Sedita
(406) 523-5800 **Type of Organization:** Gov't/Elected Official
Program: Recruits and trains women for nontraditional jobs at the Department. More than 300 women have been trained — and 30 hired — for DOT jobs.

Montana Women's Capital Fund
P.O. Box 271
Helena, MT 59624 [Region 08]
Contact: Kelly Flaherty, Executive Director
(406) 443-3144 **Type of Organization:** Non-profit
Program: Hired full-time women's business counselor to offer women business owners workshops and seminars on female–male communications.

Salish and Kootenai Community College
52000 Highway 93 North
Box 117
Pablo, MT 59855 [Region 08]
Contact: Lois Slater, Director, Coreer Services
(406) 675-4800 **Type of Organization:** College
Program: Established on-campus day care program. Volunteer parents and students care for the children. Students can work off day care tuition or college tuition by volunteering at the center. The program currently serves 50 children.

Women's Opportunity & Resource (WORD)
127 N. Higgins Street
Missoula, MT 59802 [Region 08]
Contact: Laura Rose, Director
(406) 543-3550x31 **Type of Organization:** Non-profit
Program: Held conference on issues facing Montana working women, which attracted 150 women from the public and private sector as well as welfare recipients. Held training conference for 180 women interested in non-traditional occupations.

(NC) North Carolina

Catawba Valley Community College
2550 HW4 70 SE
Hickory, NC 28601 [Region 04]
Contact: Michelle Alexander, Sex Equity Coordinator
(704) 327-7009 **Type of Organization:** College
Program: Created Women's Center to provide information on women's issues, job training and career advancement.

Child and Parent Support Services
806 A Clarendon Street
Durham, NC 27705 [Region 04]
Contact: Shelia Jones, Executive Director
(919) 286-7112 **Type of Organization:** Non-profit
Program: Initiated a project that allows its staff to telecommute, arrange their schedules according to their family needs and bring their children to work for a short period of time.

Fayetteville Community Child Development Council, Inc.
1869 Gola Drive
Fayetteville, NC 28301 [Region 04]
Contact: Dr. Gertha S. Gibson, Executive Director
(910) 488-2188 **Type of Organization:** Non-profit
Program: Increased awareness of resources available to help 200 day care workers in Cape Fear area improve pay and benefits. Implemented health care and other benefits for center and home day care workers.

(ND) North Dakota

Abused Adult Resource Center
P.O. Box 167
Bismarck, ND 58502 [Region 08]
Contact: Diane Zainhofsky, Executive Director
(701) 222-8370 **Type of Organization:** Non-profit
Program: Implemented the Seeds of Hope Project, which provides education and hands-on training to victims of domestic violence and sexual assault.

Little Hoop Community College
P.O. Box 269
Fort Totten, ND 58335 [Region 08]
Contact: Dr. Merril Berg, President
(701) 766-4415 **Type of Organization:** College
Program: Provides comprehensive child care services for students and employees including: before and after Head Start care, full-time care for newborns to 3-year olds, a summer program for 3- to 6-year olds, parent counseling, and parenting classes.

MDU Resources Group, Inc.
400 N. 4th Street
Bismarck, ND 58501 [Region 08]
Contact: Laurie J. Keller, Human Resources Specialist
(701) 222-7900 **Type of Organization:** Business
Program: Initiated flexible workplace arrangements.

North Dakota Council on the Arts
418 E Broadway
Suite 70
Bismarck, ND 58501 [Region 08]
Contact: Patsy Thompson, Executive Director
(701) 328-3954 **Type of Organization:** Business
Program: Initiated flexible workplace arrangements for the company's five employees.

North Dakota Department of Economic Development
1833 E. Bismarck Expressway
Bismarck, ND 58504 [Region 08]
Contact: Pat Graff, Administrator
(701) 328-5300 **Type of Organization:** Business
Program: Initiated flexible work arrangements for the company's 28 employees, including rotation of hours for support staff to prevent burnout.

North Dakota Game & Fish Department
100 N. Bismarck Expressway
Bismarck, ND 58501 [Region 08]
Contact: Nancy Krumwiede, Administrative Assistant
(701) 328-6312 **Type of Organization:** Gov't/Elected Official
Program: Initiated the Outdoors-Women Project, which provides women training in skills such as fishing, camping, hunting and hiking. The Department anticipates that, within a year, 20% of the 100 participants will gain jobs or career advancement.

North Dakota Newspaper Association
1435 Interstate Loop
Bismarck, ND 58501 [Region 08]
Contact: Denise Bornsan, Executive Director
(701) 223-6397 **Type of Organization:** Non-profit
Program: Initiated study of family leave policies and benefits with the goal of becoming a family friendly workplace.

North Dakota Nurses Association

549 Airport Road
Bismarck, ND 58504 [Region 08]
Contact: Sharon Maas, Executive Administrator
(701) 223-1385 **Type of Organization:** Business
Program: Began videotaping workshops that train nurses in prescription-writing, and sharing them with 23 different locations, including hospitols and nurses associations, in the Dakotas, Minnesota, Montana and Wyoming.

Office of Intergovernmental Assistance

600 E. Boulevard Avenue
Bismarck, ND 58505 [Region 08]
Contact: Dina Butcher, Director
(701) 328-4499 **Type of Organization:** Gov't/Elected Official
Program: Provided "in-service and in-house" training to several clerical workers to help them upgrade their skills and increase productivity.

Women's Business Leadership Council

25 First Avenue West
Dickinson, ND 58601 [Region 08]
Contact: Linda Steve, CPA
(701) 225-1842 **Type of Organization:** Non-profit
Program: Established a loan program for start-up businesses through local banks. Businesses that have 10 or more employees can receive a maximum loan of $5,000 for 5 years. Approximately 90% of loans have been to women business owners.

(NE) Nebraska

ConAgra Frozen Foods

Borb Brunner/Dir of Employee Development
5 ConAgra Drive
Omaha, NE 68102 [Region 07]
Contact: Anita Farwell, Regulatory and Labeling Admn
(402) 595-6835 **Type of Organization:** Business
Program: Implemented flextime, allowing workers to start their day any time between 7am–9am and leave between 3:30pm–5:30pm. Set up two lactation rooms.

Lincoln Action Program

1145 High Street
Lincoln, NE 68502 [Region 07]
Contact: Tedda Fonfara, Employment Resources
(402) 471-4848 **Type of Organization:** Non-profit
Program: Organized education/employment workshop for low-income individuals. Offered participants transportation, child care and lunch, as well as scholarships to Southeast Community College for the first quarter.

Nebraska Department of Labor

P.O. Box 94600
Lincoln, NE 68501 [Region 07]
Contact: Leesa Anderson, Personnel Administrator
(402) 471-9856 **Type of Organization:** Gov't/Elected Official
Program: Developed a job sharing policy that works for both the employee and the employer. Revised and further developed the use of a flexitime policy.

Sandoz Pharmaceuticals Corporation

P.O. Box 83288
Lincoln, NE 68501 [Region 07]
Contact: Mary K. Larson, Sr. Human Resources Spec.
(402) 464-6311 **Type of Organization:** Business
Program: In cooperation with the Southeast Community College, identified and recruited four women to take the "Standard Timing Model" test. Anyone who passes the test is eligible to interview for packaging mechanic jobs.

Wagon Train Project

512 So. 7th
Lincoln, NE 68508 [Region 07]
Contact: Amy Lamphere, Director
(402) 435-5592 **Type of Organization:** Non-profit
Program: Liberalized flex and comp time programs by allowing employees to compress their workweeks; permit employees to bring their children to work; provided an "academy" for children to learn about art while o parent was in teacher training.

(NH) New Hampshire

Odyssey House Foundation, Inc.

10 Chothom Street
Noshuo, NH 03063 [Region 01]
Contact: Ellen Zucker, Director of Progrom Development
(603) 889-2574 **Type of Organization:** Non-profit
Program: Promoted the Working Women Count Honor Roll Initiative ond obtoined a pledge from the law firm of Orr ond Reno.

Orr and Reno

1 Eagle Square
Concord, NH 03301 [Region 01]
Contact: Peter Burger, Portner/Associote
(603) 224-2381 **Type of Organization:** Business
Program: Instituted flex-ploce for the company's 37 ottorneys, 14 of whom are women; offered parent educotion progroms.

Wheelabrator Technologies

4 Liberty Lone West
Hompton, NH 03842 [Region 01]
Contact: Lindo Meissner, Humon Resources Assistont
(603) 929-3000 **Type of Organization:** Business
Program: Implemented o subsidized 10-week day camp program, which is locoted neor enough to the Hampton corporate office that porents con see their children during the day.

(NJ) New Jersey

AlliedSignal, Inc.

101 Columbio Rood
Morristown, NJ 07960 [Region 02]
Contact: Suson Hofman, Director, EEO/AA & Human Resource Services
(201) 455-2261 **Type of Organization:** Monufocturing
Program: Opened its first on-site child core center subsidized by the company on o sliding-scole bosis. Accommodates 90 children in full-time and emergency slots. So far, 123 employees and their fomilies hove used it. Company reports increosed productivity.

American Home Products Corporation

Five Giralda Forms
Madison, NJ 07940 [Region 02]
Contact: Eileen Loch, Corporote Secretary
(201) 660-6138 **Type of Organization:** Business
Program: Creoted a comprehensive, on-site child care facility for 130 children. The company provides tuition ossistonce for those employees with family incomes under $70,000.

Atlantic County Women's Center — Home to Work Program

P.O. Box 311
Northfield, NJ 08225 [Region 02]
Contact: Jane E Friedrich, Program Coordinator
(609) 646-4441 **Type of Organization:** Non-profit
Program: Offers o comprehensive displaced homemakers program that employs women and provides them with tools needed to survive in workplace.

Automated Distribution Systems, L.P.

250 Carter Drive
Edison, NJ 08817 [Region 02]
Contact: Tracy Adkins Honnon, Human Resources Mgr
(908) 287-8900 **Type of Organization:** Business
Program: Cross-trains 10 women employees on ergonomically correct equipment to goin experience and move into typical male positions such os forklift driving. Intends to recruit at least 40 more women.

Bloomfield Health Careers Foundation, Inc.

332 Belleville Avenue
Bloomfield, NJ 07003 [Region 02]
Contact: Dr. Gene F. Napoliello, Dental Assisting Apprenticeship
(201) 743-1755 **Type of Organization:** Business
Program: Estoblished a Dental Assisting Apprenticeship Program to improve the poy ond skill levels of women employed in dental offices. Thus for 14 women hove completed the program.

Blue Cross Blue Shield of New Jersey

3 Penn Plaza East PP-08Y
Newark, NJ 07105 [Region 02]
Contact: Jane Dann, Consultant/Human Resources
(201) 466-5212 **Type of Organization:** Business
Program: Working with union that represented 1,700 employees (mostly women), initiated an alternative work scheduling option; extended telecommuting option, job sharing, compressed work week, and biweekly work arrangements.

Bristol-Myers Squibb Pharmaceutical Group

P.O. Box 4500
Princeton, NJ 08540 [Region 02]
Contact: Peggy Verdi, Senior Human Resources Associate
(609) 897-4126 **Type of Organization:** Business
Program: Expanded job sharing, flex-time, telecommuting and part-time work assignments for 35,000 employees (half of whom are women). Also expanded unpaid family leave for up to 16 weeks.

Chubb & Son, Inc.

15 Mountain View Avenue
Warren, NJ 07059 [Region 02]
Contact: Victoria Cull, Work/Life Coordinator
(908) 903-3505 **Type of Organization:** Business
Program: Ran a "snowy day program" to allow children of some 1,800 employees to accompany their parents to work on days that schools were closed. Hired a caregiver and set up activities for children.

CIT Group

650 CIT Drive
Livingston, NJ 07039 [Region 02]
Contact: Margaret Costello, AVP/Employment and Employee Relations
(201) 740-5485 **Type of Organization:** Business
Program: Started a back-up child care program designed for occasional use when employee's regular child care provider is unavailable. To date, 17 employees have used the program.

Eagle Affiliates

505 Manor Avenue
Harrison, NJ 07029 [Region 02]
Contact: Carolyn Vicario, Sales Associate
(800) 221-0434 **Type of Organization:** Business
Program: Granted 3 days paid funeral leave to 50–70 non-union executive and office employees (more than half of whom are women). Reimburses full-time employees who choose to continue their educations for 80% of fees.

Englewood Hospital and Medical Center

350 Engle Street
Englewood, NJ 07631 [Region 02]
Contact: Shelly Rosenstock, Director of Public Relations & Communications
(201) 894-3495 **Type of Organization:** Non-profit
Program: Established discount rates at nearby child care facility. Offered a 6-week training course for the newly created Patient Care Associate position; initiated basic literacy and ESL program; held effective parenting program.

HIP Health Plan of NJ

One HIP Plaza
North Brunswick, NJ 08902 [Region 02]
Contact: Stacey M. Aster, Compensation/Benefits Manager
(908) 937-7774 **Type of Organization:** Business
Program: Piloted and then implemented a flexible work week program for all 420 regular full and part-time employees (80% of whom are women).

Jersey Shore Medical Center

1945 Route 33
Neptune, NJ 07753 [Region 02]
Contact: Marie Isaacson, H.R. Development Coordinator
(908) 776-4595 **Type of Organization:** Non-profit
Program: Created an employee lactation program to encourage new mothers to return to work and continue with their commitment to breast-feeding. Set up a family friendly environment with an electric pump as a free employee benefit.

Johnson & Johnson

One Johnson & Johnsan Plaza
New Brunswick, NJ 08933 [Region 02]
Contact: Chris Kjeldsen, VP for Community & Workploce Programs
(908) 524-3030 **Type of Organization:** Business
Program: Contracted with 2 national child care companies to give 30,000 domestic employees (abaut half af whom are women) o 10% discount at affiliated centers natianwide. Also set up network af 5 licensed family day core providers in New Jersey.

KPMG Peat Marwick, LLP

Three Chestnut Ridge Rood
Mantvole, NJ 07645 [Region 02]
Contact: Bernard J. Milono, Portner in Chorge Recruiting and Personnel Administratian
(201) 307-7662 **Type af Organizatian:** Limited Liability Portnership
Program: Launched flexible wark arrangements; 10% tuitian discaunts at three large multi-stote child care providers; on insurance discount pragram; medicol ond trovel advisory services; and pragrams ta encaurage minority Ph.D.s.

Kwasha–Lipton

2100 N. Central Raad
Fort Lee, NJ 07024 [Regian 02]
Contact: Karal Rose, Principal
(201) 302-5264 **Type of Organizatian:** Business
Program: Implemented a dependent-care resource ond referral service ond on emplayee assistance program. Estimates that abaut 20 percent of their 600 employees will use this program.

Merck & Co., Inc.

1 Merck Drive WSIF-58
Whitehause Station, NJ 08889 [Region 02]
Contact: Niki Archambeau, Diversity & EEA
(908) 423-1000 **Type of Organization:** Business
Program: Implemented alternative work arrangements; expanded two existing doy care centers by 140 slats; building a new day care center in Pennsylvania; expanded its existing referral program to include elder care and odoption.

Monroe Municipal Utilities Authority

372 Sauth Main Street
Williamstawn, NJ 08094 [Region 02]
Contact: Jacqueline Finnegan, Executive Directar
(609) 629-1444 **Type af Organizatian:** Unknawn
Program: Began allawing emplayees to work from 7:30 to 5:30 four days per week; this scheduling decreased stress levels amang emplayees while extending business hours for custamers.

Prudential

751 Braad St., 18th Floor
Newark, NJ 07102 [Regian 02]
Contact: Colette Y. Raan, Personnel Policies Advisor
(201) 802-2482 **Type af Organizatian:** Business
Program: Made $7,500 grant ta a day care center ta expand and improve pragroms for children under 6 and pregnant women. Made $7,000 grant to New Jersey Women and AIDS Network for conference. Sponsored efforts to recruit and retain female insurance agents.

Rutgers University

Old Queens Building, Rm. 112
New Brunswick, NJ 08903 [Region 02]
Contact: Leslie A. Fehrenbach, Assoc. Vice President far Administrotion & Pub Safety
(908) 932-8404 **Type af Organizatian:** University
Program: Initiated craft recruitment and training for unskilled women workers sa that they can qualify far higher paying skilled croft pasitians. Also initioted a progrom to encourage students, faculty, and staff ta repart sexual harassment.

The Children's Center at Bankers Trust (Harborside)

34 Exchange Place
Jersey City, NJ 07303 [Regian 02]
Contact: Magda Santas, Marketing/Natianal Alliance Caardinator
Type af Organizatian: Business
Program: Provides camplete benefit package ta emplayees; danates 5% af its payroll hours to community pragrams that nurture families; and offers a literacy autreach pragram in partnership with client corporatians.

The Port Authority of New York & New Jersey

241 Erie Street
Secand Flaor
Jersey City, NJ 07310 [Region 02]
Contact: Virginia Trubek, Manager, Facility Construction Support
(201) 216-2100 **Type of Organization:** Bi-State Transportation & Trad
Program: Provides an intensive, hands-on technical training program for wamen in electronics.

The Sandwich Generation

Box 132
Wickatunk, NJ 07765 [Region 02]
Contact: Caral Abaya, Publisher
(908) 536-6215 **Type of Organization:** Business
Program: Conducted workshops, in conjunction with employers, on intergeneratianal issues such as elder care and parent–child rale reversal.

Visual Education Corporation

P.O. Box 2321
Princeton, NJ 08540 [Region 02]
Contact: Dick Lidz, President
(609) 799-9200 **Type of Organization:** Business
Program: Began a work at hame program, in which any of its 35 emplayees can wark at hame one day per week or mare, if necessary. About 10–15% af workers are participating in the program.

YMCA Women's Opportunity Center, Mt. Laurel, NJ

5001 Centerton Road
Mount Laurel, NJ 08054 [Regian 02]
Contact: Mary Conrad, Director
(609)234-6200x224 **Type of Organization:** Non-profit
Program: Intraduced a "women in construction," training pragram for unemplayed and underemployed wamen; about 20 wamen have participated. Also gave awards ta emplayers who hired displaced homemakers. Held seminars on salary negotiations.

(NM) New Mexico

Albuquerque Police Department

4060 St. Joseph Place, N.W.
Albuquerque, NM 87102 [Region 06]
Contact: Vicky M. Peltzer, Lieutenant
(505) 839-3600 **Type of Organization:** Law Enforcement
Program: Farmed leadership team to address the barriers faced by 92 policewamen working in traditionally male jabs. Reviewing pregnancy palicy, flexible scheduling, mentaring and safety issues.

Albuquerque Technical–Vocational Institute (T–VI)

525 Buena Vista SE
Albuquerque, NM 87106 [Regian 06]
Contact: Myra Sedillo Burriaus, MA, LPC, Special Papulations Counselar
(505) 224-3272 **Type of Organization:** Educatianal
Program: Reintegrates former women prisoners inta society through career testing and career counseling based an the test results. Specific education pragrams, job referrals, financial aid sources are then recommended. Served 25 wamen in last year.

Eastern New Mexico University GRADS program

1013 Calle Del Sol
Socarro, NM 87801 [Region 06]
Contact: Sharon Wagganer, Co-Director, NM GRADS
(505) 835-1785 **Type of Organization:** Educational Institute
Program: Offers vocatianal arientatian, job training and career advancement for pregnancy-related high schaal drap auts. Provides on-site child care.

Hispanic Engineering

Engineering Annex 101B
Albuquerque, NM 87101 [Region 06]
Contact: Elias Archuleta, Corparate Contact
(505) 277-6610 **Type of Organization:** Nan-profit
Program: Encaurages Hispanic women students ta pursue studies in engineering by offering financial counseling, facilitating formatian af study groups and having engineering companies provide tutoring and mentorship. Canducts outreach in high schools.

New Beginnings, University of New Mexico — Los Alamos

4000 University Drive
Los Alamos, NM 87544 [Region 06]

Contact: Susie Elliott, Program Coordinator
(505) 662-5919 **Type of Organization:** Education

Program: Provides educational and job skills courses for 185 single and displaced homemakers.

New Mexico Commission on the Status of Women

Patricia S. Kelliher/Exec. Director
2401 12 Street, N.W.
Albuquerque, NM 87101 [Region 06]

Contact: Renie Gorcioy Griego, Staff Development Specialist
(505) 841-8920 **Type of Organization:** Gov't/Elected Official

Program: Formed public/private partnership to recruit 206 women to participate in highway contractor's pre-employment training program. A high rate of job placement with starting wage of $8.15 followed. Conducted state-wide "Women in Construction" seminars.

Si Se Puede (Yes You Can)/Dona Ana Branch Community College

Box 30001, Dept. 3DA
Las Cruces, NM 88001 [Region 06]

Contact: June Weatherspoon–Rochester, Coordinator
(505) 527-7627 **Type of Organization:** Education

Program: Served 150 people through a mentoring program for single parents, displaced homemakers and single pregnant women. Paid student mentors to provide academic and emotional support; held biweekly workshops.

The Career Resource Center Eastern New Mexico University — Roswell

P.O. Box 6000
Campus Box 252
Roswell, NM 88202 [Region 06]

Contact: Cheryl Franklin, Director, Career Resource Center
(505) 624-7168 **Type of Organization:** Educational Institution

Program: Matched students with mentors in order to assist in career planning, academic preparation, group and individual support. After 1 year in program, students encouraged to enter internship program.

Women's Housing Coalition

2626 Son Pedro NE
Suite 1
Albuquerque, NM 87110 [Region 06]

Contact: Lindo Sutton, Administrative Assistant
(505) 884-8856 **Type of Organization:** Non-profit

Program: Provided a basic property maintenance training class to prepare low-income women for better paying jobs. The course teaches fundamentals of carpentry, wiring and plumbing.

Youth Development, Inc.

6301 Central, NW
Albuquerque, NM 87105 [Region 06]

Contact: Elisa Paster, Technical Assistance Coordinator
(505) 831-6038 **Type of Organization:** Non-profit

Program: Initiated a program to integrate women into non-traditional occupations and improve their pay. Participating employees include the fire department, police department and state highway department.

(NV) Nevada

International Game Technology (IGT)

P.O. Box 10580
Reno, NV 89510-0580 [Region 09]

Contact: Rita Jones, EEO/AA Officer–Employee Relations
(702) 448-5668 **Type of Organization:** Business

Program: Moved Child Garden child care center to location across from manufacturing plant and expanded services to include: school-age summer and vacation program; larger facility for infants and toddlers, including a nursing room; parents' visiting area.

JOIN (Job Opportunities in Nevada)

560 Mill Street
Reno, NV 89502 [Region 09]

Contact: Jill Wells, Training Coordinator
(702)785-6106x140 **Type of Organization:** Non-profit

Program: Set goal of providing non-traditional training to 9% of women enrolled in occupational training. In the 94/95 program year, of 277 women served with Title 2A funding, 9.3% received non-traditional training and 16.8% entered non-traditional employment.

Mirage Resorts, Inc.

3400 Las Vegas Blvd South
Las Vegas, NV 89109 [Regian 09]
Contact: Arte Nathan, Vice President-Human Resources
(702) 791-7500 **Type of Organization:** Business
Program: Negatiated with 48 licensed day care centers for sliding-scale discounts ranging fram free enrallment ta 20% aff. Implemented targeted plan ta enroll more wamen warkers in in-house GED program. Subsidizes up to 50% af the cost of care college caurses.

Nevada Office of the Attorney General

198 S. Carsan Street
Carson, NV 89710 [Regian 09]
Contact: Misty Yaung, Executive Assistant
(702) 687-3512 **Type of Organization:** Gov't/Elected Official
Program: Implemented a Zera Talerance program to crack down an sexual harassment in the state warkplace. Established a toll-free number far reparting sexual harassment camplaints.

Nevada Women's History Project

1301 Valley Road, Apt.5
Rena, NV 89512 [Regian 09]
Contact: Jean Ford, State Chair
(702) 332-7754 **Type of Organization:** Nan-profit
Program: Develaped a 45-minute warkshop presentatian, "Women and Wark: Role Models in Nevada History," highlighting 25 wamen wha succeeded in various career fields.

(NY) New York

ADEMCO Group

178 Michael Drive
Syasset, NY 11791 [Regian 02]
Contact: Ms. Kathy Engel, VP, Human Resources
(516)921-6704/5090 **Type of Organization:** Business
Program: Inaugurated bilingual child care resaurce and referral far its 1,200 employees, 90% af wham are wamen and the majority af whom speak Spanish.

Adult Education Center at Ulster BOCES

Ulster BOCES
P.O. Bax 601
Part Ewen, NY 12466 [Regian 02]
Contact: Ruth Hurd, Asst. Dir. for Adult Ed.
(914) 331-6680 **Type of Organization:** Education
Program: Established a wamen's center far wamen wha come BOCES far skills training. A trained counselar is available, along with tutaring and informatian an women's issues and legislatian.

AFSCME City Employees Union Local 1635

2680 Ridge Raad
West Suite 203
Rochester, NY 14626 [Regian 02]
Contact: Brian Woods, Vice President
(716) 227-3210 **Type of Organization:** Labor Unian
Program: Ratified a contract allawing employees ta use paid accrued sick leave, persanal leave and vacatian credits ta care far a sick child or family member. Cantinue ta negotiate far child care and "latch key" programs at city hall recreatian centers.

AIL Systems, Inc.

455 Cammack Road
Deer Park, NY 11729 [Regian 02]
Contact: Pamela Benson, Compensatian Analyst
(516) 595-5747 **Type of Organization:** Business
Program: Offer telecammuting optian far its 888 workers, abaut a dazen of wham have chosen ta work at hame ane ta three days per week. Pravides a 10% discount vaucher for child care.

All Metro Health Care/ Caregivers on Call

50 Braadway
Lynbraak, NY 11563 [Regian 02]
Contact: Marsha Caaper, Managing Directar
(516) 887-1200 **Type of Organization:** Business
Program: Offers emplayees 30 haurs of free in-hame dependent care; pravides an-site babysitting in some offices; allaws four haurs af leave a year to attend special child-related activities.

American Express Company

200 Vesey Street
New York, NY 10001 [Region 02]

Contact: Richord Schack, Vice President Diversity Integration
(212) 640-5487 **Type of Organization:** Business

Program: Implemented back-up child care at New York location to serve some 3,500 employees. Introduced LifeWorks, a brood spectrum resource and referral program, which has been used by about 10% of employees.

Bausch & Lomb

One Bausch–Lomb Ploce
Rochester, NY 14604 [Region 02]

Coetoct: Renee Noll, Human Resources Representative
(716) 338-5096 **Type of Organization:** Business

Pragram: Introduced LifeWorks, a brood spectrum program to assist employees in the areas of child and elder care resource and referral, adoption assistance, educational assistance, and information on other personal or business issues.

Briarcliffe College

1055 Stewart Avenue
Bethpage, NY 11714 [Region 02]

Coetoct: Mary Ann Achtziger, Dean of Administration
(516) 470-6000 **Type of Organization:** College

Program: Introduced a series of Women's Workshops for Non-traditional Employment, which covered topics such as computer careers, equal employment, education and training and women and technology.

Brookhaven National Laboratory

P.O. Box 5000, Bldg. 185A
Upton, NY 11973-5000 [Region 02]

Contact: Lorraine Merdon, Asst. Human Resources Manager; Diversity Manager
(516) 344-3318 **Type of Organization:** Non-profit

Program: Began a two-part training program to address gender and cultural differences in the workplace and sexual harassment awareness. Eventually all 3,200 employees will receive this training.

Brooklyn Academy of Music

30 Lafayette Avenue
Brooklyn, NY 11217 [Region 02]

Contact: Liz Sharpe, Personnel Director
(718) 636-4111 **Type of Organization:** Non-profit

Program: Expanded sick leave policy to cover medical care of immediate family members and implemented flexible work arrangements.

Brooklyn Union

1 Metrotech Center, 2nd Floor
Brooklyn, NY 11201 [Region 02]

Contact: Anne Perzeszty, Director of Workplace Diversity
(718) 403-2517 **Type of Organization:** Business

Program: Improved "work-at-home" policy by doing away with the 5% pay reduction for days worked at home; removing the requirement for approval from Human Resources; and removing the time limit for this arrangement.

Broome County Child Development Council, Inc.

29 Fayette Street
P.O. Box 880
Binghamton, NY 13901 [Region 02]

Contact: Maura Fetsko, Human Resources Director
(607) 723-8313 **Type of Organization:** Non-profit

Program: Organized an on-site seminar "Career & Family: Making it all Work," which addressed emotions and stresses of managing a family and a career for 80 women and 20 men on the staff.

Chase Manhattan Bank, NA

270 Park Avenue
9th Floor
New York, NY 10017 [Region 02]

Contact: John J. Farrell, Director, Human Resources
(212) 552-6889 **Type of Organization:** Business

Program: Launched several initiatives including a pilot work at home program, a back-up child care center at corporate headquarters, extension of on-site child care services, and a parent support network for new parents.

Children First at 125 Broad Street

125 Broad Street
New York, NY 10004 [Region 02]
Contact: Nancy Clements, Marketing/National Alliance Coordinator
(212) 487-9035 **Type of Organization:** Business
Program: This Children First Inc. Center offers employees a comprehensive health benefits package; flexible spending plan; 401K plan; tuition reimbursement; 20 days of backup child care. Donates 5% of payroll hours to community programs that nurture families.

Children First, Inc.

230 W. 55th Street
Suite 6B
New York, NY 10019 [Region 02]
Contact: Mary Ellen Zung, Regional Marketing Manager
(212) 265-0674 **Type of Organization:** Business
Program: Developed and operates backup child care centers in New York City serving approximately 38 companies. Along with backup care, they offer a parents lending library, caregiver training, programs for school-age children during vacations and on Saturdays.

Children's Television Workshop

One Lincoln Plaza
New York, NY 10023 [Region 02]
Contact: Ms. Karen Bell, Director of Human Resources
(212) 595-3456 **Type of Organization:** Non-profit
Program: Started Sesame Street Preschool Educational Program to train care providers in both family care homes and child care centers to use television as an education tool.

Cleary, Gottlieb, Stein & Hamilton

One Liberty Plaza
New York, NY 10001 [Region 02]
Contact:
(212) 225-2000 **Type of Organization:** Business
Program: Offers back-up day care services to employees as part of Children First, Inc., law firm collaboration.

CMP Publications, Inc.

600 Community Drive
Manhasset, NY 11030 [Region 02]
Contact: Leah Landro, Director, Compensation and Benefits
(516) 562-5517 **Type of Organization:** Business
Program: Implemented outpatient psychiatric coverage, a prescription drug card to purchase drugs at a reduced rate, company-paid life insurance and disability benefits.

Cold Spring Harbor Laboratory

1 Bungtown Road
Cold Spring Harbor, NY 11724 [Region 02]
Contact: Ms. Cheryl Sinclair, Human Resources Director
(516) 367-8499 **Type of Organization:** Non-profit
Program: This 560-person non-profit research organization is opening an on-site child care center with spaces for 50 children.

Communications Workers of America

80 Pine Street
37th Floor
New York, NY 10005 [Region 02]
Contact: Donna Dolan, Director Work & Family Issues
(212) 344-7332 **Type of Organization:** Labor Union
Program: Used a collective bargaining agreement to get women workers at NYNEX better pay and benefits. Opened up some top craft positions to women.

Computer Associates International, Inc.

One Computer Associates Plaza
Islandia, NY 11788-7000 [Region 02]
Contact: Ms. Liz Campiglia, Public Relations
(516) 342-2119 **Type of Organization:** Business
Program: Started Computer Associates Academy, a summer day camp for children ages 6–15 years. Established the Healthy Baby Program for prenatal care.

District 1199 — Rochester, Hospital & Health Care, SEIU, AFL-CIO

46 Prince Street
Rochester, NY 14607 [Region 02]

Contact: Denise Young, Field, Field Organizer
(716) 244-0830 **Type of Organization:** Labor Union

Program: Surveyed members about their child care needs. Followed-up on survey results by providing more evening and weekend child care, which allows greater participation of women in union activities.

Eastman Kodak Company

343 State Street
Rochester, NY 14601 [Region 02]

Contact: Manager Work/Life Initiatives
(716) 724-4000 **Type of Organization:** Business

Program: Launched HIV/Aids Awareness Program, targeting managers, human resource and medical personnel, EAP and all other employees; includes distribution of posters and brochures.

Everywoman Opportunity Center, Inc.

237 Main Street #330
Buffalo, NY14202 [Region 02]

Contact: Myrna Young, Executive Director
(716) 847-1120 **Type of Organization:** Non-profit

Program: Established a "clothes closet," through which women donate career clothing for interviews and the first week on a new job. Joined with local companies to gain contributions.

Fingerlake Blue Cross Blue Shield

Gateway Centre
150 East Main Street
Rochester, NY 14647 [Region 02]

Contact: Patricia Morrizan, Director of Employee Relations
(716) 238-4311 **Type of Organization:** Non-profit

Program: Started a "work at home" program for its 1,000 employees (850 of whom are women). Maintains a lactation program and has added a second pump.

Fried, Frank, Harris, Shriver & Jacobsen

One New York Plaza
New York, NY 10004 [Region 02]

Contact: Gail George, Director of Human Resources
(212) 859-8000 **Type of Organization:** Business

Program: Offers back-up day care services to employees as part of Children First, Inc., 5-law firm collaboration.

Generations — Child & Adult Care

230 Coldwater Road
Rochester, NY 14624 [Region 02]

Contact: Bridget A. Shumway, President
(716) 247-3490 **Type of Organization:** Business

Program: Established a Family Resource Room containing cultural, educational and entertaining books and videos, which are used by the 40-person staff and some 200 other parents, children and families with elder care needs.

IBM

Route 9 Town of Mt. Pleasant
North Tarrytown, NY 10591 [Region 02]

Contact: Susan Hoeft, Program Manager, Workforce Diversity
(914) 332-2703 **Type of Organization:** Business

Program: Implemented Diversity Councils in offices nationwide to address diversity issues. Established an Executive Women's Task Force comprised of senior executive women.

Jaco Electronics

145 Oser Avenue
Hauppauge, NY 11788 [Region 02]

Contact: Diane Eckhoff, Human Resources Mgr.
(516) 273-5500 **Type of Organization:** Business

Program: Implemented job sharing; established Training Through Education program, enabling mothers re-entering the workforce to attend training schools and have their costs reimbursed by the company.

Johnson & Higgins

125 Broad Street
New York, NY 10001 [Region 02]
Contact: Bonnie Doyle, Analyst
(212) 574-7000 **Type of Organization:** Business
Program: Offers back-up day care services to employees as part of Children First, Inc., law firm collaboration.

Key Corporation (Key Bank) of Albany

22 Carporate Woods Blvd
Albany, NY 12211 [Region 02]
Contact: Patricia A. Robinson, VP Manager Human Resource Compliance
(518) 391-1551 **Type of Organization:** Business
Program: Offers alternative work schedules, including job sharing; an enhanced educational reimbursement program, providing $1.500 to $3,000 per year for undergraduate studies and up to $5,000 for graduate education (formerly not reimbursable).

Lutheran Medical Center

150, 55th Street
Brooklyn, NY 11220 [Region 02]
Contact: Mary Teresa McKenna, Assoc. Director Community Relations
(718) 630-7155 **Type of Organization:** Non-profit
Program: Sponsored an internal training program for nursing attendants. Introduced an off-site child care center targeting low-income families of employers and in the community. Center has 40 slats and charges a sliding-scale fee.

Makovsky & Company

585 Lexington Ave.
15th Floor
New York, NY 10022 [Region 02]
Contact: Elaine Mancini, Senior Vice President
(212) 508-9600 **Type of Organization:** Business
Program: Introduced a 401K plan for 32 female and 25 male employees; pays far one-half the cost of educational courses requested by employees; encaurages them to participate in external professional seminars at company expense.

Merrill Lynch & Co.

Human Resources World Financial Center South Tower
New York, NY 10001 [Region 02]
Contact: Bernadette Fusaro, Asst. Vice President/ Work/Life Consultant
(212) 236-9354 **Type of Organization:** Business
Program: Implemented Alternative Work Arrangements including telecommuting, compressed work weeks, flex-time, part-time and job sharing. Is training human resource representatives to act as consultants to managers and employees on flexible work issues.

Metro — North Railroad

347 Madison Ave.
New York, NY 10017 [Region 02]
Contact: Celia Ussak, Director Personnel
(212) 340-2132 **Type of Organization:**
Program: Began college prep program, which helps women prepare for engineering degrees; began allowing employees to meet dependent care responsibilities by reducing their hours for up to one year, with benefits and job protection.

Monroe 2 — Orleans BOCES Adult Education Department

3589 Big Ridge Road
Spencerport, NY 14559 [Region 02]
Contact: Lorelee Castaldo, Director of Adult Education
(716) 352-2478 **Type of Organization:** Non-profit
Program: Began offering career assessment with an adult education counselor as well as training at an actual worksite. Worksite Training Advisors help participants find a program that will best suit their skills and that can lead to full-time employment.

Monroe 2 — Orleans, Board of Cooperative Educational Services, Adult & Continuing Education

3589 Big Bridge Road
Spencerport, NY 14559 [Region 02]
Contact: Lorelee Castaldo, Director
(716) 352-2764 **Type of Organization:** Education
Program: Opened the Building Blocks Child Care Center ta serve children (ages 6 weeks to 5 years) of women enrolled in job training and educational programs, most of whom are welfare recipients or displaced homemakers.

Monroe County Federation of Social Workers, I.U.E. 381

167 Flanders Street
Suite D43
Rochester, NY 14607 [Region 02]

Contact: Trudy Humphrey, President
(716) 328-7170 **Type of Organization:** Labor Union

Program: Waged a successful TV Ad Campaign to persuade the Governor to increase day care subsidies to low-income families.

MTA NYC Transit

130 Livingston Plaza
Brooklyn, NY 11201 [Region 02]

Contact: Debra Martinez, Director
(718) 694-3779 **Type of Organization:** Public Transportation

Program: Held a 2-day Career and Personal Development Seminar for women. Participants, who left with personal and professional action plans, will attend a one-day follow-up session to determine their progress and offer additional support.

Nassau County, Office of County Executive

One West Street
Mineola, NY 11501 [Region 02]

Contact: Robert Olden, Deputy County Executive
(516) 571-3978 **Type of Organization:** Gov't/Elected Official

Program: Enhanced the salaries of this staff of 55 not-for-profit day care centers; full-time group head teachers received $6,500, full-time aids/assistants received $3,500; part-time child care workers had salaries enhanced on pro-rated basis.

Pfizer, Inc.

235 East 42nd Street
18th Floor, Mail Stop 4
New York, NY 10017 [Region 02]

Contact: Ivy Latimer, Equal Opportunity Affairs Associate
(212) 573-7689 **Type of Organization:** Business

Program: Offers back-up day care services to employees as part of Children First, Inc., collaboration with 18 other companies in the immediate area.

Pfizer, Inc., Brooklyn Plant

630 Flushing Avenue
Brooklyn, NY 11206 [Region 02]

Contact: John Day, Plant Manager
(718) 780-8670 **Type of Organization:** Business

Program: Implemented Standby On-Call Program to eliminate high turnover of temporary operations. Individuals allowed to work 36 or less hours per week and maintain eligibility for Pfizer benefits and pay increases.

Rockland County — Dept. of Personnel

Rockland County Dept. of Personnel
18 New Hempstead Road
New City, NY 10956 [Region 02]

Contact: Laurie Rindskopf, Ph.D., Human Resources Coordinator
(914) 638-5250 **Type of Organization:** Gov't/Elected Official

Program: Conducted a Pay Equity/Job Evaluation Study. Using the results to develop a new job evaluation system, which should result in improved pay scales for many of the women in the county's workforce.

Stroock & Stroock & Lavan

Seven Hanover Square
New York, NY 10001 [Region 02]

Contact: Jane Rothchild, Director Human Resources
(212) 806-5400 **Type of Organization:** Business

Program: Offers back-up day care services to employees as part of Children First, Inc., law firm collaboration.

Sullivan & Cromwell

125 Broad Street
New York, NY 10001 [Region 02]

Contact: Walter Kehoe, Director Human Resources
(212) 558-4000 **Type of Organization:** Unknown

Program: Offers back-up day care services to employees as part of Children First, Inc., law firm collaboration.

Tambrands

777 Westchester Avenue
White Plains, NY 10601 [Region 02]

Contact: Jany Loyd, Vice President Business Development
(914) 696-6000 **Type of Organization:** Business

Program: Services include: summer hours, child/elder care referral, free mammograms, a health care spending account, a prescription drug plan, a vision care plan and financial services through a credit union.

The Brooklyn Hospital Center

121 Dekalb Avenue
Brooklyn, NY 11201 [Region 02]

Contact: Barbara M. Just, Assoc. Director, Marketing & Communications
(718) 250-6425 **Type of Organization:** Hospital

Program: Offers a variety of cross-training courses nursing aides and technicians. Approximately 180 women have successfully completed the course and received an increase in pay. Made Alternative Work Arrangements available to its 3,500 employees.

The Children's Center at 200 Park

200 Park Ave.
New York, NY 10166 [Region 02]

Contact: Myra Oria, Marketing/National Alliance Coordinator
(212) 286-5437 **Type of Organization:** Business

Program: This Children First Inc. Center offers employees a comprehensive health benefits package; flexible spending plan; 401K plan; tuition reimbursement; 20 days of backup child care. Donates 5% of payroll hours to community programs that nurture families.

The Children's Center at Bankers Trust Plaza

130 Liberty Street
New York, NY 10001 [Region 02]

Contact: Tracy Reed Duke, Marketing/National Alliance Coordinator
(212) 250-4444 **Type of Organization:** Business

Program: This Children First Inc. Center offers employees a comprehensive health benefits package; flexible spending plan; 401K plan; tuition reimbursement; 20 days of backup child care. Donates 5% of payroll hours to community programs that nurture families.

The Children's Center at Goldman Sachs

85th Broad Street
New York, NY 10004 [Region 02]

Contact: Tracey Barrios, Marketing/National Alliance Coordinator
(212) 487-9035 **Type of Organization:** Business

Program: This Children First Inc. Center offers employees a comprehensive health benefits package; flexible spending plan; 401K plan; tuition reimbursement; 20 days of backup child care. Donates 5% of payroll hours to community programs that nurture families.

The Children's Center at New York Life

New York Life, 51 Madison Ave.
New York, NY 10010 [Region 02]

Contact: Beverly McAllister, Marketing/National Alliance Coordinator
Type of Organization: Business

Program: This Children First Inc. Center offers employees a comprehensive health benefits package; flexible spending plan; 401K plan; tuition reimbursement; 20 days of backup child care. Donates 5% of payroll hours to community programs that nurture families.

The Children's Center on Fifth Avenue

630 Fifth Avenue
New York, NY 10111 [Region 02]

Contact: Maureen Tichenor, Marketing/National Alliance Caardinator
(212) 332-8181 **Type of Organization:** Business

Program: Employee benefits package, flexible spending plans; backup child care by Children First; literacy training; 5% payroll donated to community programs that nurture families; work & family centers serve as resource for parents.

The Equitable Life Assurance Society

1296 Ave. 13th Floor
New York, NY 10019 [Region 02]

Contact: Joan Waring, Assistant Vice President
(212) 314-3725 **Type of Organization:** Business

Program: Offers paid adoption leave up to four weeks for primary caregiving parents; emergency backup child care; on-site comprehensive gynecological exams, complete with mammograms and Pap smears.

The Labor Institute

853 Broadway
Room 2014
New York, NY 10003 [Region 02]
Contact: Cydney Pullman, Co-director
(212) 674-3322 **Type of Organization:** Non-profit
Program: Produced and disseminated a training workbook and video entitled "Violence at Work," covering subjects such as the causes of workploce violence, how to assess the risk in your workplace and strategies for preventing workplace violence.

TIAA–CREF

730 Third Avenue
New York, NY 10017 [Region 02]
Contact: Peter Trikaminas, Sr. Vice President
(212) 916-6383 **Type of Organization:** Non-profit
Program: Developed a special financial education progrom geared specifically to women. The program includes workshops and individual counseling sessions. Participants receive worksheets, booklets and budgeting assessment softwore.

Tiffen MFG Corp

90 Oser Avenue
Hauppauge, NY 11788 [Region 02]
Contact: Paula Poole, H.R. Director
(516) 273-2500 **Type of Organization:** Business
Program: Introduced a flexible work program; provides a complete child care referral list for all employees.

Underwriters Laboratories, Inc.

1285 Walt Whitman Road
Melville, NY 11747 [Region 02]
Contact: Hanita Alexander, Sr. Human Resource Generalist
(516) 271-6200 **Type of Organization:** Business
Program: Offers lunch time programs on family and child care issues such as: what to look for in child care providers; latchkey situations; and specific needs of single working parents.

UNITE (Union of Needletrades, Industrial and Textile Employees)

1710 Broadway
New York, NY 10019 [Region 02]
Contact: Desma Holcomb, Director of Research Dept
(212) 332-9313 **Type of Organization:** Labor Union
Program: Introducing a School Break Child Care program available to its 700 NYC staff for a sliding-scale fee. The program is scheduled to take place during the winter, spring and summer school breaks.

University of Rochester Family Care Program

260 Crittenden Blvd
Box 636
Rochester, NY 14642 [Region 02]
Contact: Doris Robinson, Family Care Coordinator
(716) 273-5877 **Type of Organization:** Non-profit
Program: Extended summer camp from 8 to 9 weeks; increased the number of day care centers at which employees are offered discounts; expanded elder care and child care referral services.

YMCA of Greater New York

333 7th Avenue
New York, NY 10001 [Region 02]
Contact: Ellie Murphy, Director, Staff/Vol. Development
(212) 630-9617 **Type of Organization:** Non-profit
Program: Established o Women's Network to provide on-going staff support. The ten-member Network will focus on work and family issues such as flexi-time and day care.

YWCA of the City of New York

610 Lexington Avenue
New York, NY 10001 [Region 02]
Contact: Steve Dwek, Director of Health Promotions
(212) 755-2700 **Type of Organization:** Non-profit
Program: Offers 6–13 year old children of employees the opportunity to attend their summer camp at a reduced rate.

(OH) Ohio

9 to 5, Cincinnati Working Women

22 West 7th Street, Suite 602
Cincinnati, OH 45201 [Region 05]

Contact: Mary Jo Connelly, Executive Director
(513) 381-8925 **Type of Organization:** Non-profit

Program: Developed "We're Worth It" campaign, to win better pay for Cincinnati office workers by detailing the impact of low pay on working women, their families and the Cincinnati economy.

ABWA

716 Upson Street
Akron, OH 44305 [Region 05]

Contact: Janice L. Sturkey, Rubber City Chapter Secretary
(330) 762-0670 **Type of Organization:** Business

Program: Conducted 5 training/awareness Skill Builder classes on Computer Awareness, Time Management, Investing as a Retirement Option, Legal Glass Ceiling and Women in the Law.

American Red Cross

3747 Euclid Avenue
Cleveland, OH 44120 [Region 05]

Contact: Margaret Poppe, Director Elderly Services
(216) 431-3255 **Type of Organization:** Non-profit

Program: Held Nurse Aide Training Programs for low income/AFDC women. Permanent employment was secured for trainees before course began; women go directly to jobs upon course completion. The Red Cross works with women and employers to aid with retention.

Center for Families and Children Corporate Services

1468 W. 9th Street
Cleveland, OH 44113 [Region 05]

Contact: Janet Schiavoni, Supervisor
(216) 241-3237 **Type of Organization:** Private Nonprofit

Program: Entered into a contractual relationship with a national security company providing background checks on child care providers. Employees of approximately 200 corporations in the Greater Cleveland area can contact them to request checks.

Charles W. Eliot Middle School

15700 Lotus Drive
Cleveland, OH 44128 [Region 05]

Contact: Gloria W. Brown, Cleveland Teachers Union Building Chairperson and Teacher
(216) 752-0100 **Type of Organization:** Public School

Program: In accordance with Charles W. Eliott Middle School, the "Building the Family Friendly Workplace," initiative to promote better working conditions, reduced stress and overall improved the morale of employees.

Cincinnati Bell Telephone

201 E. 4th Street
Cincinnati, OH 45202 [Region 05]

Contact: Pamela B. Wolfe, Director, Compensation and Benefits Planning
(513) 397-6770 **Type of Organization:** Business

Program: Developed an Elder Care Assistance Program, which provides a consultant for personal one-on-one meetings and telephone consultations as well as brown bag lunches, newsletters and other materials.

Cincinnati Electronics Corporation

7500 Innovation Way
Mason, OH 45040 [Region 05]

Contact: Connie E. Hutzel, Software Engineer
(513) 573-6216 **Type of Organization:** Business

Program: This company with 300 workers, 37% of whom are women, opened a lactation room.

Creativity for Kids

1802 Central Avenue
Cleveland, OH 44115 [Region 05]

Contact: Phyllis Brody, Co-President
(216) 589-4800 **Type of Organization:** Business

Program: Began offering subsidized taxi service for second shift employees (including temporary workers). Workers pay just $1.00 per day, the same cost as using the bus.

Cuyahoga Community College (Tri-C)

11000 Pleasant Valley Road
Parma, OH 44130 [Region 05]

Contact: Joan Neth
(216) 987-5290 **Type of Organization:** College

Program: Implemented a college credit by examination program for currently-employed child care workers at 3 campuses.

Cuyahoga County Department of Employment Services

1641 Payne Avenue
Room 570
Cleveland, OH 44114 [Region 05]

Contact: Mary K. Davis, Day Care Caordinator
(216) 987-8462 **Type of Organization:** Gav't/Elected Official

Program: Implemented a day care voucher program to help AFDC recipients meet educatian, work and training welfare reform requirements.

DDS Career Search, Inc.

1501 S. Raccaan Road
Youngstown, OH 44515 [Regian 05]

Contact: Linda Daicherdt, President
(330) 793-1551 **Type of Organization:** Business

Program: Held the Mahoning/Shenango Valley Community Jab Fair Program and Relocation Seminars.

District 925/SEIU

1216 East McMillan Street, #300
Cincinnati, OH 45206 [Region 05]

Contact: Debbie Schneider, President
(513) 861-3925 **Type of Organization:** Labor Union

Program: Negotiated far the inclusion of dependent care language in their union contract as well as for the creation of a Joint Labor Management Task Farce on Dependent Care Issues.

Greater Cleveland Regional Transit Authority

615 W. Superior Avenue
Cleveland, OH 44113 [Region 05]

Contact: Rosemary Covington, Assistant General Manager — Marketing and Development
(216) 566-5084 **Type of Organization:** Transit Authority

Program: Created the Greater Cleveland Transit Authority child care center, which serves area families & RTA employees' children in a low-income area. A second child care center is being planned.

Hard Hatted Women

4207 Larain Avenue
Cleveland, OH 44113 [Region 05]

Contact: Kathy Augustine, Executive Director
(216) 961-4449 **Type of Organization:** Non-profit

Program: Developed the "Women in Highways" project to facilitate hiring and retentian of women in raad canstructian jobs.

John R. Jurgensen Co.

11641 Mosteller Road
Cincinnati, OH 45241 [Region 05]

Contact: Debarah Stein, Assistant EEO Office
(513) 771-0820 **Type of Organization:** Business

Program: Developaed a 2 year pilot program ta train women and minorities ta wark in highway construction jobs.

KeyCorp Human Resources Consulting & Support Services with Cleveland YWCA

127 Public Square, mail cade 0H01270906
9th Flaar
Cleveland, OH 44114 [Regian 05]

Contact: Diane Coble, Vice President
(216) 689-4569 **Type of Organization:** Business

Program: Initiated a collaboration with the Cleveland YWCA to launch the first "Holiday Child Care Program" for school-age children in Cleveland. The program pravided partially-subsidized field trips far employees' children an days when there was no schaal.

Ohio Federation of Business and Professional Women (BPW/OHIO)

10376 North Pond Lane
Twinsburg, OH 44087 [Region 05]

Contact: Cynthia A. McCabe, President
(216) 983-7171 **Type of Organization:** Non-profit

Program: Distributed Warkplace Safety Surveys to employees to identify exemplary safety pragrams; recognized 4 employers for their pragrams at 1996 BPW canference; held 2 professianal symposia an domestic violence as a business issue.

Ohio Office of the Governor, Ohio Family and Children First

77 South High Street
30th Floor
Columbus, OH 43266 [Region 05]

Contact: Susan Rohrbough, Director, Head Start — Ohio Collaborative Project
(614) 644-7368 **Type of Organization:** Gov't/Elected Official

Program: Began partnering Head Start programs with full-day JOBS child care programs to offer full-day child care with educational & social services components; awarded $1.2 million to Family & Children First Family Resource Centers in 18 Ohio counties.

Procter & Gamble

1 Procter & Gamble Plaza
Cincinnoti, OH 45202 [Region 05]

Contact: Joyce Keeshin, Monager, Worldwide Diversity
(513) 983-2188 **Type of Organization:** Business

Program: Initiated LifeWorks resource and referral. Offers prorated benefits to employees working a regular reduced work schedule until a child is one yeor old; also to those working an extended reduced work schedule to address a compelling family need.

The Montefiore Home

One David N. Meyers Parkway
Beachwood, OH 44122 [Region 05]

Contact: Andrea Rubin, Assistant Executive Director
(216) 360-90B0 **Type of Organization:** Non-profit

Program: This skilled nursing facility is planning on on-site child care center for staff members' children (infants, toddlers, & pre-schoolers), which would benefit staff members and enhance the lives of residents through intergenerational programming.

The Women's Comprehensive Program at Cleveland State University

Cleveland Stote University
2121 Euclid Avenue, Room 363
Cleveland, OH 44115 [Region 05]

Contact: Mareyjoyce Green, Director, Women's Comprehensive Program
(216) 687-4674 **Type of Organization:** Stote Univ

Program: Established an educational Re-Entry Program for women; helps them deal with enrollment anxieties and administrative policies and procedures; offers seminars to build self esteem and reinforce basic skills.

The Women's Comprehensive Program Cleveland State University

2121 Euclid Avenue
Cleveland, OH 44115 [Region 05]

Contact: Mareyjoyce Green, Director
(216) 687-4674 **Type of Organization:** University

Program: Through public/private collaborotion, established the Quadrangle Child Care Center, which serves over 100 infonts, toddlers, and preschoolers.

United Way of Lake County, Inc.

9285 Progress Parkway
Mentor, OH 44060 [Region 05]

Contact: Ronald Kozmo, Associate Executive Director
(216) 352-3166 **Type of Organization:** Non-profit

Program: Awarded $100,000 to groups in Lake County, OH to encourage the development and implementation of innovative day care services.

(OK) Oklahoma

Canadian Valley Vo-Tech School

1401 Michigan Avenue
Chickasha, OK 73018 [Region 06]

Contact: Marge Albin-Walker, Coordinator
(405) 222-7564 **Type of Organization:** Education

Program: Implemented a program for women returning to school including skills training, assertiveness training, communication skills. Also provides support groups and monthly activities and newsletter.

City of Tulsa

200 Civic Center
Room 803
Tulsa, OK 74103 [Region 06]

Contact: Teddy Palmer, Manager, Human Resources Training & Development
(918) 596-7439 **Type of Organization:** Gov't/Elected Official

Program: Developed a diversity consortium to find out what agencies were doing to improve diversity awareness in workplace. Recruited employees to be trainers; over 1,500 consortium employees have been trained.

Eastern Private Industry Council

P.O. Box 2698
Muskogee, OK 74402 [Region 06]
Contact: Luther R. Sowder, Executive Director
(918) 683-8553 **Type of Organization:** Non-profit
Program: Established a job training program preparing disadvantaged women for work in non-traditional occupations. A $345,000 grant is permitting EPIC to expand the program to serve 75 displaced homemakers.

Mayor's Commission on the Status of Women

6701 West Maple Drive
#1005
Lawton, OK 73501 [Region 06]
Contact: Janet Childress, Chairperson
(405) 581-3260 **Type of Organization:** Gov't/Elected Official
Program: Implemented a program to recognize achievements of outstanding women and to collect nominations for Oklahoma Women's Hall of Fame.

Metro Tech

4901 S. Bryant
Oklahoma City, OK 73129 [Region 06]
Contact: Sharita Gibson–Jackson, Nontraditional Careers Coordinator
(405) 424-8324 **Type of Organization:** Education Vo-Tech
Program: Implemented nontroditional careers programs to encourage and motivate young women ages 14–25; awarded scholarships for study of diesel mechanics and training in aviation maintenance.

Oklahoma Employment Security Commission, State of Oklahoma

Will Rogers Memorial Building, Room 408
2401 North Lincoln Boulevard
Oklahoma City, OK 73152 [Region 06]
Contact: Carri Davis, Planning Coordinator II, Employment & Training Division
(405) 557-5339 **Type of Organization:** Gov't/Elected Official
Program: Trains women in non-traditional occupations; provides outreach to state and local workforce agencies to increase employment opportunities for trainees.

Red River Area Vo-Tech

P.O. Box 1807
Duncan, OK 73534 [Region 06]
Contact: Monica McCarley, Displaced Homemaker Coordinator
(405) 255-2903 **Type of Organization:** School
Program: Instituted a tuition fee waiver for displaced homemakers and single parents to take short-term adult education night classes.

Teubner & Associates

PO Box 1994
Stillwater, OK 74076 [Region 06]
Contact: Stefanie Gutermann, Administrative Assistant
(405) 624-2254 **Type of Organization:** Business
Program: Implemented a cafeteria style benefits package; improved vacation and sick leave plans; initiated paid dependent care leave; began offering flex time and leadership training.

The Andrews School

5601 NW 72nd #160
Oklahoma City, OK 73132 [Region 06]
Contact: Linda L. Andrews, Owner–Director
(405) 721-3555 **Type of Organization:** Business
Program: This medical transcription school began offering flexible hours and flexible training options and methods. Students are encouraged to return to the school even years later for a free "skill update."

Tulsa City/County Health Department

4616 E. 15th Street
Tulsa, OK 74112 [Region 06]
Contact: John Gogets, HR Mgr.
(918) 582-9355 **Type of Organization:** Gov't/Elected Official
Program: Initiated a leave share program; began diversity training; established a career ladder, ensuring that employees meeting performance, skill and experience qualifications are considered for the next level.

(OR) Oregon

Christian Women Who Care, Inc.

19895 SW Pike
Alaha, OR 97007 [Regian 10]
Contact: Barbara J Johnsan, Caardinatar
(503) 649-8617 **Type of Organization:** Non-profit
Program: Held a "Radia Campaign" to educate, train and inform wamen about all the resaurces available far advancement.

Clackamas County Employment, and Training

P.O. Bax 215
Marylhurst College
Marylhurst, OR 97036 [Region 10]
Contact: Audrey Parsans, Sex Equity Gender Advacate
(503) 635-9137 **Type of Organization:** Non-profit
Program: Developed a gender equity training pragram ta increase self confidence, jab training independence and awareness af wark warld.

Creativity Teams for Women

2080 SE Caruthers #7
Portlond, OR 97214 [Region 10]
Contact: Pat Ware, Founder/Facilitator
( ) - **Type of Organization:** Nan-profit
Program: Organization was established to suppart change in womens' personol and wark lives. Appraximately 50 wamen come together in teams to brainstarm, netwarking and support each ather's plans.

Oregon Child Development Fund of the Oregon Community Foundation

American Bank Building
621 S.W. Morrison Street, Suite 725
Portland, OR 97205 [Region 10]
Contact: Chris Tamlinsan, Executive Director
(503) 277-4288 **Type of Organization:** Nan-profit
Program: Gave grants tataling $75,000 to three coalitions of child care agencies and cammunity calleges to increase the Stote's supply of trained coregivers by recruiting ond troining 2,000 caregivers aver 3 years.

Oregon Commission for Child Care

875 Union St NE
Salem, OR 97311 [Region 10]
Contact: Wendy Willet, Directar, Cammissian for Childcare
(503) 378-3509 **Type of Organization:** Unknawn
Program: Initiated praject ta help businesses by providing infarmotion on how to subsidize child care, invest in child care centers ond subsidize resaurce and referrol services.

Oregon Employment Department

875 Unian NE
Raam 207
Salem, OR 97311 [Region 10]
Contact: Linda Burgin, Pragram Caardinatar, Wage Anolysis Unit
(503) 378-3834 **Type of Organization:** Employment Security Agency
Program: Developed a series of publicotions on issues concerning working wamen and families in Oregon including: "Poverty ond Income," "Warkfarce Statistics by Gender," and "Oregon's Children," ond "Educotion."

Portland Community College, The Women and Their Work Project

P.O. Box 19000
Raam SY AM B6
Portland, OR 97201 [Region 10]
Contact: Ms. Jan Coulton, Directar af Public Affairs
(503) 977-4374 **Type of Organization:** Community College
Program: Developed "The Gollery of Success," a computer pragram that uses personol stories of 18 successful women to enhance career exploration opportunities in nontroditionol careers.

PRO TEM Professional Staffing Services

1001 SW Fifth Avenue
Suite 1225
Portland, OR 97204 [Region 10]
Contact: Ja Rymer Culver, President/CEO
(503) 228-1177 **Type of Organization:** Temp.
Program: Initiated the Steps ta Success program far yaung parents attending the community college (most an public assistance) ta da on-the-jab training as interns at PRO TEM. Learn job search, resume writing, interviewing skills. 5 have campleted ond faund jabs.

Student Resource Center
Portland Community College

PO Box 19000
Portland, OR 97280 [Region 10]
Contact: Joanne Truesdell, Director, Enrollment & Emp. Service
(503) 614-7435 **Type of Organization:** Community College
Program: Exponded their evening child care program by opening the center two hours earlier to accommodate late afternoon class schedules. Began offering service during the regular school system's in-service days.

Vangy Enterprises

212 West D St.
Springfield, OR 97477 [Region 10]
Contact: Vangy Smith, Ph.D., Owner/Operator
(541) 741-2324 **Type of Organization:** Business
Program: In partnership with HELP (Help Elders Locate Positions), began holding workshops, computer trainings and job training services for older women.

WE Fund, Inc.

P.O. Box 2572
Clackamas, OR 97015 [Region 10]
Contact: Dorothy Cole, President
(503) 524-1822 **Type of Organization:** Non-profit
Program: Developed "We Fund, Inc.," a collateral loan program to guarantee loans of $500 to $5,000 for people interested in small business opportunities.

Women Working

85225 Florence Road
Eugene, OR 97405 [Region 10]
Contact: Donna LaRosa Rose, Board of Directors Member
(541) 342-7332 **Type of Organization:** Support & Networking Group
Program: Initiated "Working Women (WW)," a support and networking group comprised of 120 women in trade and technical careers. Holds monthly support meetings, which include educational workshops.

(PA) Pennsylvania

Blue Cross of Western Pennsylvania

Fifth Avenue Place
Suite 414
Pittsburgh, PA 15222 [Region 03]
Contact: Rosemary Bufalini, Director, Human Resources Administration
(412) 255-7050 **Type of Organization:** Business
Program: Added child care as a reimbursable business travel expense and collaborated with Carlow College to offer two, six month paid internships in its Human Resources Department annually to women who have completed the program for displaced homemakers.

CIGNA Corporation

1650 Market Street, OLP53
Philadelphia, PA 19019 [Region 03]
Contact: Susan Thomas, Dir. Emp. Pol. & Prog.
(215) 761-6087 **Type of Organization:** Business
Program: Implemented an adoption assistance program which reimburses eligible adoption expenses of up to $2,500 per child.

CoreStates Financial Corp.

P.O. Box 7558
F.C. 1-3-14-59
Philadelphia, PA 19101-7558 [Region 03]
Contact: Jody M. Lyons, Work–Life Manager
(215) 786-8022 **Type of Organization:** Business
Program: Launched an alternative work schedule program that includes part-time work, job sharing, telecommuting, flex time and compressed work week.

Criterion Communications

234 Mall Blvd.
King of Prussia, PA 19406 [Region 03]
Contact: Lilli Burns, Communications Manager
(610) 992-2138 **Type of Organization:** Business
Program: Initiated flexible work options including job sharing, flex-time, part time and work-at-home.

Day & Zimmerman, Inc.
1818 Market Street
Philadelphia, PA 19103 [Regian 03]
Contact: Anthony G. Notole, Vice-President, Human Resources
(215) 299-1574 **Type of Organization:** Business
Program: Implemented a back-up emergency child care service through Lipton Corporate Child Care Center.

Delaware Valley Child Care Council
401 N. Broad Street
Suite 915
Philodelphia, PA 19108 [Region 03]
Contact: Phyllis Belk, Executive Director
(215) 922-7526 **Type of Organization:** Nan-profit
Program: Instituted the first Delaware Valley Best Employer far Working Parents Award to emphasize the impartant link between employers and working parents.

Duquesne Light Company
411 Seventh Avenue
Pittsburgh, PA 15201 [Region 03]
Contact: Dione Reimer, Director, Affirmative Actian & HR Planning
(412) 393-6000 **Type of Organization:** Business
Program: Launched a series of lunchtime seminors on topics such as balancing work and family, finoncial planning, nutrition, exercise, stress, caring for elderly relotives and caping with teenogers.

Institute for Scientific Information
3501 Market Street
Philadelphia, PA 19104 [Region 03]
Contact: Ellen Woodland, Mgr. Admin. Systems & Compliance
(215) 386-0100 **Type of Organization:** Business
Program: Initiated a college scholarship program for its employees' children. Awards two $3000 scholarships onnuolly.

Moms Minutes
502 Derstone Avenue
Lansdale, PA 19446 [Regian 03]
Contact: Patti Nagel, President
(215) 412-7473 **Type of Organization:** Business
Program: Developed a prototype time keeping and organizing tool called Mom's Minutes, which enables mothers to organize and manage their work schedules while allowing them time to themselves.

North Allegheny School District
200 Hill Vue Lane
Pittsburgh, PA 15237 [Regian 03]
Contact: Noido Grunden, School/Community Info. Coordinotor
(412) 369-5445 **Type of Organization:** School District
Program: Sponsors Girls Only Leadership Development program which consists of octivities and sessions designed to enhance girls self-esteem.

QVC, Inc.
Gashen Corporote Pork
West Chester, PA 19380 [Region 03]
Contact: Corol A. Strogen, Manager, Voriable Scheduling
(610) 701-8466 **Type of Organization:** Business
Program: Initiated the "semi-flex" work option, which provides increased predictability of schedules and pay for on-call workers. Designed a "Home Agent" pilot program to test the effectiveness of having order-taking employees work from home.

QVC, Inc.
1365 Enterprise Drive
West Chester, PA 19380 [Region 03]
Contact: Sheila C. Solido, Marketing Monager
(610) 701-1000 **Type of Organization:** Business
Program: Raised funds for breast cancer research and awareness by selling designer shoes at a discount to their viewers.

The Partnership Group, Inc.
1400 Union Mtg Rood, Suite 102
Blue Bell, PA 19422 [Regian 03]
Contact: Cheryl Swingle, H.R. Manager
(215) 643-8383 **Type of Organization:** Business
Program: Established "The Fomily Room" for the personal needs of its employees and as a site for emergency child care.

University of Pittsburgh Medical Center
200 Lothrop Street
Pittsburgh, PA 15213 [Region 03]
Contact: Monica Joyce, Staff Associate, Humon Resources
(412) 647-3354 **Type of Organization:** Non-profit
Program: Instituted on-site doy care on severe weather days for emplayees deemed essential. The center provides lunch and snacks for the dependents and is free of chorge for staff members.

(PR) Puerto Rico

Aqueduct and Sewer Authority — Puerto Rico

Box 7066 Barrio Obrer Station
Sonturce, PR 00916 [Region 02]
Contact: Nilda Munoz–Vissepo, Chairperson — Governing Board
(787) 756-2126 **Type of Organization:** Gov't/Elected Official
Program: Opening o center for children to be tutored ofter school and to do their homework under supervision.

Puerto Rico Telephone Company

P.O. Box 360998
San Juan, PR 00901 [Region 02]
Contact: Jose Arroyo Davilo, Esq., Vice President of Human Resources
(787) 793-8441 **Type of Organization:** Business
Program: Established an ofter-school tutoring center for employees' children; offer child care benefits of up to $100 monthly to employees selected by lottery; provide training for employees throughout yeor on family issues.

Smith Kline Beecham — Cidra, Puerto Rico

PO Box 11975 RD.
172 KM. 9.1 BO. Centenejas
Cidra, PR 00739 [Region 02]
Contact: Lindo Rodriguez, E.E.O. Monoger
(787) 250-3724 **Type of Organization:** Business
Program: Provide training for production development and support personnel to acquire o certificate in phormoceutical manufacturing; courses offered through University of Puerto Rico's School of Phormocy.

(RI) Rhode Island

A.T. Cross Company

One Albion Road
Lincoln, RI 02865 [Region 01]
Contact: William T. Montone, Director, Compensation Benefits on Int'l Humon Resources
(401) 333-1200 **Type of Organization:** Business
Program: Provided $76,000 in base wage increases to women associates who hod learned new jobs; began on onnuol merit pay program; introduced dependent core referral ond flex-time; invested more than $100,000 in education upgrades for women workers.

AFSCME Council 94/Local 2448

30 Burr Avenue
Borrington, RI 02806 [Region 01]
Contact: Linda Riendeau, President Local 2448, Exec. Board member Council 94
(401) 277-3111 **Type of Organization:** Labor Union
Program: Initiated a triol flex time policy for its 550 clericol ond administrative workers. Is estoblishing grants for women to ottend conferences ond developing training courses.

Hasbro

1027 Newport Avenue
Pawtucket, RI 02862 [Region 01]
Contact: Susan Aaronson, Director of Diversity
(401) 431-8697 **Type of Organization:** Business
Program: Conducted oudit of pay systems by roce ond gender to ensure equal poy for equol work in this firm with about 30,000 women employees. Also initiated family friendly and career development policies including fomily leave and focus groups.

Hoechst Celanese Corporation

500 Woshington Street
Coventry, RI 02816 [Region 01]
Contact: Ellen Bloomer, Human Resources
(401) 823-2765 **Type of Organization:** Business
Program: Made policy decision to hire more women in high level jobs; 40% of promotions have gone to women in this firm with 6,400 women workers. Also instituted job shoring, flex-time ond health and doy core spending occounts.

Kent County Memorial Hospital

455 Toll Gate Road
Worwick, RI 02886 [Region 01]
Contact: Deborah Cosey, Employee Relations Manager
(401) 737-1378 **Type of Organization:** Business
Program: This hospital with on 85% female staff ollows employees who receive sick leove benefits to use up to 3 doys to care for o sick spouse, child or parent.

Naval Undersea Warfare Center (NUWC) Division, Newport

Naval Underseo Warfare Center Division, Newport
1176 Howell Street
Newport, RI 02841 [Region 01]

Contact: Susan Dence, Special Projects Manager
(401) 841-1721 **Type of Organization:** Govt. Research Lab

Program: Initiated a telecommuting plan on a one year trial basis. Found program to be a win–win situation for 27 employees who used it. The program will be negotiated with union and then be made available to those whose tasks are amenable to telecommuting.

New Careers for Women

CCRI Knight Campus
400 East Avenue
Warwick, RI 02886 [Region 01]

Contact: Roxanne Gomes, Program Coordinator
(401) 825-2300 **Type of Organization:** Non-profit

Program: The Community College of Rhode Island launched this program to encourage and support women pursuing high wage non-traditional occupations; 93 women enrolled in the 1995–96 academic year.

Providence Energy

100 Weybosset Street
Providence, RI 02903 [Region 01]

Contact: Danielle Morrissey, Pricing Specialist
(401) 272-5040 **Type of Organization:** Business

Program: Work/Life Committee developed and sponsored a management training seminar for executives in their own and other companies in southern New England interested in offering flexible work schedules.

Rhode Island Department of Transportation

Two Capitol Hill
Room 214
Providence, RI 02901 [Region 01]

Contact: Marie McGlynn, Chief Employee Relations Officer
(401) 277-2572 **Type of Organization:** Gov't/Elected Official

Program: Signed a policy statement outlining their commitment to providing equal opportunity, educational and training programs and advancement for women employees. To date, 30 women have actively participated in monthly seminars.

RI Hospital Trust

One Hospital Trust Plaza
Providence, RI 02903 [Region 01]

Contact: Jack Cassidy, Director, Human Resources
(401) 278-8303 **Type of Organization:** Business

Program: Implemented LifeWorks resource program for 1,700 employees including an 800 number for advice and referrals to local programs as well as a series of luncheon seminars.

SER — Jobs for Progress, Inc.

421 Elmwood Avenue
Providence, RI 02907 [Region 01]

Contact: Dorothy McDonough, Employment Specialist
(401) 785-3190 **Type of Organization:** Non-profit

Program: Instituted a collaborative effort to recruit and train women on AFDC for the challenges and benefits of nontraditional occupations.

State of Rhode Island Human Resources

One Capitol Hill
Providence, RI 02901 [Region 01]

Contact: Beverly Dwyer, Human Resources Administrator
(401) 277-2200 **Type of Organization:** Gov't/Elected Official

Program: Pledged to enhance benefits and improve conditions for working women. Initiatives include: legislative pay equity commission, adoption of flex-time policy, revitalization of minority business enterprise, and establishment of EEO committee.

Toray Plastics

50 Belver Avenue
North Kingston, RI 02852 [Region 01]

Contact: Harvey Greenhalgh, Director of Human Resources
(401) 294-4511 **Type of Organization:** Business

Program: Emborked on initiative to recruit women into male dominated occupations. Provide special pay adjustments to ensure pay equity; extend part-time work opportunities to extend family leave period; allow employees to work at home until day care issues are explored.

United Parcel Services

150 Plan Way
Warwick, RI 02886 [Region 01]
Contact: Darren Dumas, Manager
(401) 736-1548 **Type of Organization:** Business
Program: Began program to recruit and retain women primarily by adding women to their teams of recruiters and by conducting focus group meetings to create a supportive work environment.

Women & Infants Hospital

101 Dudley Street
Providence, RI 02905 [Region 01]
Contact: Diane D'Errico, Director, Training & Employee Development
(401) 274-1100 **Type of Organization:** Non-profit
Program: Created a mentoring program for graduate students to encourage them to pursue leadership positions in health care. Set up a career development center to retrain employees (90% female) to be more competitive in health care employment market.

(SC) South Carolina

Columbia Urban League

1400 Bornwell Street
Columbia, SC 29201 [Region 04]
Contact: James T. McLawhorn, Jr., President & CEO
(803) 799-8150 **Type of Organization:** Non-profit
Program: Provided 72 women who were single parents, displaced homemakers, or single and pregnant with career planning, job and employability skills, life coping skills, supportive services. Thirty-seven women found jobs and 5 entered adult education.

Resource Bancshares Mortgage Group

7909 Parklane Road
Suite 150
Columbia, SC 29223 [Region 04]
Contact: John Hedden, Employee Relations Manager — AVP
(803) 741-3556 **Type of Organization:** Business
Program: Added a discount company stock purchase plan; opened a nursing mothers' room; set up child care referral services; and provided paid adoption and paternity leave. Established a training department designed to move women to supervisory positions.

(SD) South Dakota

Career Learning Center

1310 S. Main Avenue
Brookings, SD 57006 [Region 08]
Contact: DiAnn Kothe, New Horizons Program Coordinator
(605) 688-4370 **Type of Organization:** Non-profit
Program: Implemented the New Horizons Training Program, which trains women to become welders. Also provides funding for child care subsidies, tools and clothing.

Northwest Area Schools Multi District Cooperative

HCR 78, Box 7B
Lemmon, SD 57638 [Region 08]
Contact: Connie Hermann, Single Parent, Displaced Homemakers Coordinator
(605) 374-3811 **Type of Organization:** Non-profit
Program: Provides community college scholarships to low-income women for business and computer training.

Resource Center for Women

P.O. Box 41
Aberdeen, SD 57402 [Region 08]
Contact: Georgia Sondmeier, Executive Director
(605) 226-1212 **Type of Organization:** Non-profit
Program: Expanded services to link domestic violence victims with a career placement officer who provides training in resume writing, interviewing and job search skills. Provides training to AFDC women who meet their community service requirement at the Center.

Watertown Area Career Learning Center

P.O. Box 81
Watertown, SD 57201 [Region 08]
Contact: Robert Nygaard, Director
(605) 882-5080 **Type of Organization:** Non-profit
Program: Initiated a project — supported by the Chamber of Commerce, the United Way and the Department of Human Services — to help women establish new businesses or remain in business.

(TN) Tennessee

Highlander Center
1959 Highlander Way
New Market, TN 37820 [Region 04]
Contact: Joyce Dukes, Coordinator, Southern & Appalachian Leodership Training
(423) 933-3443 **Type of Organization:** Non-profit
Program: Established 7 month leodership development program (SALT) for 10 community leaders and 10 guests. Training was designed to broaden understanding of social and economic problems. 10 women's fellowships provided travel, board, child care ond stipend.

Sobieski, Messer and Associates
900 Gay Street
Suite 1801
Knoxville, TN 37902 [Region 04]
Contact: Wanda G. Sobieski, Senior Partner
(423) 546-7770 **Type of Organization:** Business
Program: Established o policy to match 50% of cost of continuing professional education up to $200 per year for pre-approved job-reloted education classes for employees. Intended to encouroge women employees to educate themselves for coreer odvancement.

(TX) Texas

American Association of University Women Brazosport Chapter
419 Daffodil
Lake Jackson, TX 77566 [Region 06]
Contact: Julie Lee, President
(409) 299-6729 **Type of Organization:** Non-profit
Program: Offers child care scholarships for participonts in the "Sunflower Project" for single parents and displaced homemokers. Sunflower Project Faculty Appreciation Luncheons ore olso held to recognize members who helped with the project.

Brazosport Branch — Bank of America
1208 N. Brozosport Boulevord
Freeport, TX 77541 [Region 06]
Contact: Ms. Paulette King, AVP Branch Monoger
(409) 233-2677 **Type of Organization:** Business
Program: Estoblished an annual $250 scholarship for a single parent student or displaced homemaker student to receive job training.

Brazosport College
500 College Drive, #34
Lake Jackson, TX 77566 [Region 06]
Contact: Susan Gilliam, Sunflower Project Director
(409) 266-3473 **Type of Organization:** College
Program: Estoblished a program to assist over 100 single parents and disploced homemokers with job training, which includes individualized support octivities and services.

Brazosport College Student Senate
500 College Drive, #34
Loke Jackson, TX 77566 [Region 06]
Contact: Cheri Morrow, Student Activities Specialist
(409) 266-3355 **Type of Organization:** Non-profit
Program: With the Sunflower PETALS club, roised funds for child care and emergency services for single parents/displaced homemakers attending college and receiving job training. 20 students received child care scholorships; 15 received emergency funds.

Campfire Boys and Girls
2808 Canyon Drive
Amarillo, TX 79109 [Region 06]
Contact: Freddy Black, Administrator/Director
(806) 373-7922 **Type of Organization:** Non-profit
Program: Expanded their After School Care Program to 4 additional elementory school sites. As a result, 345 children and their parents hove benefited from the program, which charges a sliding-scole fee and provides free or reduced-price lunch.

Center America Property Trust
3901 Bellaire Blvd.
Houston, TX 77025 [Region 06]
Contact: Ruth Seiler, Human Resources
(713) 665-2511 **Type of Organization:** Business
Program: Storted a flextime progrom; began offering eligible employees short-term disability health benefits ond allowing them one day per calendor year of poid time off for community service. (That increases to two doys per yeor ofter two yeors.)

Chinese Community Center

5855 Savereign Drive
Houston, TX 77036 [Region 06]

Contact: Kim Szeto, Deputy Executive Director
(713) 271-6100 **Type of Organization:** Non-profit

Program: Began offering the following: a 403(b) retirement plan for all employees; on after school tutorial program for children of immigrants, with individual counseling and parenting classes for the parents; and a job training program for Asian immigrants.

City of Austin

P.O. Box 1088
Austin, TX 78767 [Region 06]

Contact: Linda A. Welsh, Coordinator — Early Childhood Service
(512) 326-9210 **Type of Organization:** Gov't/Elected Official

Program: Increased child care vouchers to low-income employees from $75 to $100 per month. Expanded summer comp access to all children of City employees through sliding scale fee. Working with employers' collaboratives on dependent care issues.

Communities in Schools

1B50 Grandstand Drive
San Antonio, TX 78238 [Region 06]

Contact: Nancy Reed, Director of Programs
(210) 520-8440 **Type of Organization:** Non-profit

Program: Provides free After School Programs to over 2,000 students in 12 elementary schools. Activities and services include homework assistance, outdoor sports, arts and occasional field trips. Offers resume writing and job placement help to families.

Coopers & Lybrand, L.L.P.

1999 Bryan Street
Suite 3000
Dallas, TX 75201 [Region 06]

Contact: Ms. Chonda Smith, Human Resources Supervisor
(214) 754-5154 **Type of Organization:** Business

Program: As part of the Women's Covenant, set goals for improving economic opportunity for women and followed through by: hiring more women; promoting more women; implementing dependent care referral; establishing flexible work guidelines.

Dallas County Community College

3737 Motley Drive
Mesquite, TX 75150 [Region 06]

Contact: Alice Mae Britt, Director of Institutional Advancement
(972) 860-8368 **Type of Organization:** Educational

Program: Established The Women's Support Network, which provides a forum for women to network with other women and explore topics of interest at home, school and at work. It is the only designated resource on Eastfield's campus specifically for women.

Dallas Women's Foundation

9400 N. Central Expressway
Suite 1215
Dallas, TX 75201 [Region 06]

Contact: Pat Sabin, Executive Director
(214) 750-6363 **Type of Organization:** Non-profit

Program: Implemented a Speakers Bureau to educate the community about the needs of women and girls and the work of the Foundation. Nearly 300 women have been affected by this project.

Deloitte & Touche, LLP

2200 Ross Avenue
Suite 1600
Dallas, TX 75201 [Region 06]

Contact: Steve Gass, Director of Human Resources
(214) 777-7044 **Type of Organization:** Business

Program: Established a Leadership Program to promote outreach and recruitment of women; career advancement; and the promotion of more women into leadership positions. More than 500 people have been affected by this program.

EDS

5236 Tennyson Parkway
Plano, TX 75024 [Region 06]

Contact: Seanna M. Parfrey, Project Manager
(214) 605-9858 **Type of Organization:** Business

Program: Began a formal mentoring program that prepares workers for additional responsibilities, develops and identifies leadership talent, improves customer service and fosters cultural change. It covers 90,000 employees of whom 60,000 are women.

Family Outreach Resources, Inc.

P.O. Box 7000
Suite 4A
Palestine, TX 75802 [Region 06]

Contact: Pat Davis, President
(903) 723-8294 **Type of Organization:** Non-profit

Program: Established a before- and after-school program for children ages 4 to 13. Up to 50 children per week benefit from this program.

First Texas Council of Camp Fire

2700 Meacham Blvd.
Fort Worth, TX 76101 [Region 06]

Contact: Sue Matkin, Assistant Executive Director
(817) 831-2111 **Type of Organization:** Non-non-profit

Program: Provided child care training to 5,000 providers in 18-county area. Offers providers college scholarships for Child Development degree or associates credential. Works with businesses/ community groups to improve recruitment, retention, quality.

Freeport Jaycees

502 W. 8th
Freeport, TX 77541 [Region 06]

Contact: David Stroud, President
(409) 233-2848 **Type of Organization:** Non-profit

Program: Offers an annual $400 child care scholarship to a participant in the Sunflower Project for Single Parents and Displaced Homemakers at Brazosport College students.

Frito-Lay, Inc.'s ARRIBA

7701 Legacy Drive
Plano, TX 75024 [Region 06]

Contact: Nick Adame, Finance Manager
(214) 334-5815 **Type of Organization:** Organization of Professionals

Program: ARRIBA, a group of 60 professional Hispanic employees, supported Sunset High School's Infant Day Care Program for teen parents by organizing infant clothing drive; hosting full-day site visit; presenting seminars; bringing girls to Daughters at Work day.

Giddings ISD Community Education

P.O. Box 389
Giddings, TX 78942 [Region 06]

Contact: Alonzo C. Wood, Director of Community Education
(409) 542-3661 **Type of Organization:** Public school

Program: Received a $20,000 grant to open Kool Skool, an affordable after-school care program that provides all-day care during teacher in-service days, summer break and certain school holidays.

Greater Dallas Chamber of Commerce International Trade Department

World Trade
P.O. Box 420829
Dallas, TX 75342 [Region 06]

Contact: Sharon Venable, Vice President
(214) 746-0829 **Type of Organization:** Non-profit

Program: Initiated the Dallas Women's Covenant, an economic development compact of over 200 local companies, committed to increasing hiring and promotion of women and support of woman-owned businesses. Recognizes companies that have made exceptional progress.

Greater Houston Women's Foundation

2700 Post Oak Blvd.
Suite 350
Houston, TX 77056 [Region 06]

Contact: Linda K. May, Executive Director
(713) 623-4493 **Type of Organization:** Non-profit

Program: In 1995, this foundation funded a study of family friendly benefits offered by local businesses and corporations, particularly child care. The Foundation hosted a luncheon to recognize those with outstanding benefits.

Houston Community College System — Southwest College

9910 Cash Road
Stafford, TX 77477 [Region 06]

Contact: Martha Burr, Child Care Liaison
(713) 261-8492 **Type of Organization:** Non-profit

Program: Initiated CHERP, the Children Homework EnRichment Program, a pilot program providing child care to the school-age children of evening community college students.

I & R United Way Grayson County

3601 Texoma Parkway
P.O. Box 1112
Sherman, TX 75091 [Region 06]

Contact: Nadene Dean, Coordinator I & R Services
(903) 868-1551 **Type of Organization:** Labor Union

Program: Compiled a comprehensive resource manual of licensed and registered child care centers, group home care and family home care providers in three rural Texas counties. Held an event to raise community awareness of the need for quality child care.

Initiatives for Children, Inc.

5433 Westheimer
Suite 620
Houston, TX 77056 [Region 06]

Contact: Susanne Hinds, Executive Director
(713) 235-1020 **Type of Organization:** Non-profit

Program: Eliminated the distinction between sick and vacation leave; created a disability leave bank; and established a disability leave plan, allowing employees to receive a portion of their salaries after the leave bank is used up.

Kraft Cleaners, Inc.

355 W. Josephine
San Antonio, TX 78212 [Region 06]

Contact: Al Kraft, President
(210) 732-9731 **Type of Organization:** Business

Program: Allows employees to arrange work schedules around the schedules of children and other dependents. Installed seperate telephone lines exclusively for schools, babysitters, etc., to contact parents at any time.

Lockheed Martin Tactical Aircraft Systems

P.O. Box 748
Fort Worth, TX 76101 [Region 06]

Contact: Sherry L. Stripling, Human Resources Specialist, Senior
(817) 763-3899 **Type of Organization:** Business

Program: Established the Executive/Management through Growth Enhancement (EDGE) project to increase diversity in upper management by providing women employees recognition, visibility and skill-building training.

Midland College

3600 N. Garfield
Midland, TX 79705 [Region 06]

Contact: Shelia Leggett, Special Services Coordinator
(915) 685-4764 **Type of Organization:** Educational

Program: Offers five $125 Professional Image Scholarships to help needy students obtain professional clothing for job interviews. Eligible students include single pregnant students, single parents and displaced homemakers.

National Association of Women in Construction

327 S. Adams Street
Fort Worth, TX 76104 [Region 06]

Contact: DeDe Hughes, Executive Vice President
(817) 877-5551 **Type of Organization:** Non-profit

Program: Promoted the Working Women Count Honor Roll and its goals through its chapter mailings and magazine, reaching over 6,000 households and businesses six times per year.

Navarro College, Carl Perkins Career Center

3200 W. 7th Avenue
Corsicana, TX 75110 [Region 06]

Contact: Mary E. Dickerson, LPC, Coordinator, Single Parent Program
(903) 874-6501 **Type of Organization:** Educational

Program: Established the "People Helping People" Mentor Program, serving single parents, displaced homemakers and others. Members of the faculty, administration, and staff provide care and special attention on an individual basis to over 60 students.

Neiman Marcus

One Marcus Square
1618 Main Street
Dallas, TX 75201 [Region 06]

Contact: Billy Playtan, Vice President, Marketing & Customer Programs
(214) 658-1889 **Type of Organization:** Business

Program: Enabled Nexus to maintain its "Link to Healthy Beginnings" program, which offers personalized treatment to keep women and their small children/infants together while providing counseling and job skills.

Planned Behavioral Healthcare (PBHC)

9535 Forest Lane
Suite 110
Dallas, TX 75243 [Region 06]

Contact: Kim Berdinsky, HR Coordinator
(214) 680-0400 **Type of Organization:** Business

Program: Initiated the following innovations for its predominantly female workforce: extended sick leave, sick child care, alternative work schedules, child care resource and referral, allowing primary caregiver to bring infant to work.

Security Service FCU

P.O. Box 27377
7327 Hwy. 90 West
San Antonio, TX 78227 [Region 06]

Contact: Myra Diaz, Vice President, Human Resources
(210) 670-4557 **Type of Organization:** Business

Program: Offering part-time workers medical, dental and vision coverage at the same rates as full-time employees. Providing eligible employees continued salary for up to six weeks of a personal illness

Single Parents at Navarro (SPAN)

3200 W. 7th Avenue
Corsicana, TX 75110 [Region 06]

Contact: Mary E Dickersoon, LPC, Coordinator, Single Parent Program
(903) 874-6501 **Type of Organization:** Non-profit

Program: Through SPAN, single parents/displaced homemakers/single pregnant women enrolled at Navarro College launched their own scholarship fund. Donations can be made by community members and businesses.

Sisters of Charity of the Incarnate Work Health Care System (SCH)

2600 N. Hoop West
Houston, TX 77092 [Region 06]

Contact: Gayle Capozzals, Sr. VP, Organizationol Development
(713) 680-4854 **Type of Organization:** Non-profit

Program: Created the Opportunity 2000 Program with the goal of promoting at least two women to executive positions by the year 2000. Each participant designs a comprehensive plan to meet her executive career goals and is assigned a mentor.

Soroptomist Club, International Brazosport Chapter

52 Boyberry Court
Lake Jackson, TX 77566 [Region 06]

Contact: Donna Lalumandier, President
(409) 297-8947 **Type of Organization:** Non-profit

Program: Provides students in the Sunflower Project for Single Parents and Displaced Homemakers with Training Award Program Scholarships. Formed partnership with the Sunflower PETALS Student Organization to offer $500 child care scholarships, mentoring.

Sunflower PETALS Student Organization

53 Dogwood Court
Lake Jackson, TX 77566 [Region 06]

Contact: Jon Dubon, President
( ) - **Type of Organization:** Non-profit

Program: Raises money to provide single parent and displaced homemaker students child care scholarships and emergency funds. This support enhances their college attendance and self-sufficiency.

T-3

1806 Rio Gronde
Melissa Jackson — Public Relations Director
Austin, TX 78701 [Region 06]

Contact: Gay Warren Gaddis, President
(512) 499-8811 **Type of Organization:** Business

Program: Faced with maternity leaves of four valued employees, instituted a program to allow new parents to bring their babies to work. The office environment was adapted to the needs of children and their parents.

Texas Agricultural Extension Service — Texas A & M University

305 History Building
College Station, TX 77840 [Region 06]

Contact: Nancy Granovsky, Professor & Extension Family Economics Speciolist
(409) 845-3850 **Type of Organization:** Educationol

Program: Created a planning guide for building the family friendly workplace, which it distributed through its agents to 250 Texas counties.

Texas Instruments

7839 Churchill Way
M/S 3993
Dallas, TX 75251 [Region 06]

Contact: Betty K. Purkey, Manager, Work/Life Programs
(214) 917-7038 **Type of Organization:** Business

Program: Initiated pilot telecommuting projects, lactation room, LifeWorks family resource program, a full summer kid's camp, ongoing on-site parent education, a training program on workplace flexibility issues.

West Dallas Multipurpose Center

2828 Fish Trap Road
Dallas, TX 75212 [Region 06]

Contact: Bob Morales, Manager
(214) 670-6353 **Type of Organization:** Non-profit

Program: Began providing opportunities for job training and career advancement for women, including assistance with educational pursuits during non-work hours.

Williamson County & Cities Health District

211 Commerce Cove, Suite 109
Round Rock, TX 78664 [Region 06]

Contact: Bride Roberts, S.W.A., Assistant Director, Social Services Divison
(512) 255-7841 **Type of Organization:** Non-profit

Program: Has been formally recognized by the governor as the Williamson County Hub for Information and Referral on dependent care issues.

Winters Independent School District

P.O. Box 125
Winters, TX 79567 [Region 06]

Contact: Terry Wyatt, Principal
(915) 754-5577 **Type of Organization:** School District

Program: Initiated a summer child care program serving 40 children during school vacation time from 7:30 a.m. to 5:00 p.m.

YMCA of Metropolitan Dallas

601 North Akord
Dallas, TX 75201 [Region 06]

Contact: Zera Mackie, V.P. of Human Resources
(214) 880-9622 **Type of Organization:** Non-profit

Program: Surveyed part-time employees, the majority of whom are women, and identified a need for a group health plan. Responded by offering a plan that is affordable, flexible, accessible and reliable.

YWCA El Paso Del Norte Region/ CCR&R

1600 N. Brown
El Paso, TX 79902 [Region 06]

Contact: Isabel Elias, CCR&R Director
(915) 533-7475 **Type of Organization:** Non-profit

Program: Initiated a Child Care Resource & Referral Service with start-up costs covered by a Dependent Care Development grant from the Texas Employment Commission.

YWCA of Lubbock, Texas

3101 35th Street
Lubbock, TX 79413 [Region 06]

Contact: Betty Wheeler, Executive Director
(806) 792-2723 **Type of Organization:** Unknown

Program: This grantee of the Texas Employment Commission created an after-school program for physically and mentally challenged students. School busses provide transportation to the YWCA. Summer full-day child care is also offered.

(UT) Utah

Cassette Productions

4910 W. Amelia Earhart Drive
Salt Lake City, UT 84116 [Region 08]

Contact: Don Selmer, Human Resource Manager
(801) 531-7555 **Type of Organization:** Business

Program: This 280 person company initiated flexible work arrangements allowing employees to work at home 2 or 3 days per week.

Ogden–Webber Applied Technology Center (OWATC)

559 E. Avc Lane
Ogden, UT 84404 [Region 08]
Contact: Ranee Johnson, Turning Point Coordinatar
(801) 627-8322 **Type of Organization:** Non-profit
Program: In partnership with the Gender Equity Training Center, sponsors an Annual Apprenticeship Fair to encourage women of all ages to enter high-paying apprenticeships.

People Helping People

220 Ensign Vista Drive
Salt Lake City, UT 84103 [Region 08]
Contact: Susie Adams, Executive Director
(801) 530-3180 **Type of Organization:** Non-profit
Program: Pairs women receiving public assistance with business women mentors; tracks their progress for 24 months; and provides workshops, skills training and leadership training. 100 welfare recipients and 100 business women are affected per year.

Tahoma Companies, Inc.

444 S. Main Street
Suite C-7
Cedar City, UT 84720 [Region 08]
Contact: Corrie Lynne Player, President & CEO
(801) 865-0131 **Type of Organization:** Business
Program: This small, woman-owned and managed engineering firm makes a point of hiring and promoting women in upper level management positions. Of the company's 10 employees, there are 4 female professionals and 2 female administrative executives.

The Maid Service

2485 East 7800 South
South Weber, UT 84405 [Region 08]
Contact: Peggy Bon, Owner
(801) 479-9451 **Type of Organization:** Business
Program: This small, woman-owned business has initiated flexible work arrangements.

Turning Point — Southern Utah University

351 West Center
South Hall 105F
Cedar City, UT 84720 [Region 08]
Contact: Daphne Dalley, Director, Turning Point
(801) 586-7855 **Type of Organization:** College
Program: Contracted with the Office of Family Support to offer disadvantaged women workshops on decision making and budgeting and identify their job strengths; opened a "Career Closet," which makes donated clothing available for interviewing or beginning a job.

Turning Point College of Eastern Utah

451 East 400 North
Price, UT 84501 [Region 08]
Contact: Sherril Burge, Director
(801) 637-2120 **Type of Organization:** College
Program: Initiated "Successful Life Management" classes including teen parenting and nursing; provides heavy equipment operating training for women.

Turning Point, Snow College

345 W. 100N
Ephraim, UT 84627 [Region 08]
Contact: Jamee Wheelwright
(801) 283-4021 **Type of Organization:** Non-profit
Program: Initiated program to help employers identify unmet job needs; encourages hiring of women by negotiating unpaid 1-week trial period. 20 women placed so far, most in nontraditional fields.

Turning Point, Unintah Basin ATC

Unitah Basin ATC
1100 E. Lagoon St. (124-5)
Roosevelt, UT 84066 [Region 08]
Contact: Jeannie Brown, Director, Turning Point
(801) 722-4523 **Type of Organization:** Technical School
Program: Contracted with the Office of Family Support to provide job search skills training to their clients, mostly disadvantaged women. 90–130 women have been trained or are in training; 5 were placed in jobs in the Spring of 1996.

(VA) Virginia

American Physical Therapy Association

1111 N. Fairfax Street
Alexandria, VA 22314 [Region 03]
Contact: Donna Whitlock Stewart, Assistant Director, Human Resources
(703) 706-3148 **Type of Organization:** Non-profit
Program: Implemented a part-time work schedule to assist employees with child care and elder care needs, a legal care plan and on ongoing series of professional development seminars.

Fairfax County Commission for Women

12000 Government Center Parkway
Suite 318
Fairfax, VA 22030 [Region 03]
Contact: Leia Francisco, Executive Director
(703) 324-5720 **Type of Organization:** Unknown
Program: Established o Work/Family Task Force to assess policies and practices related to balancing work and family.

Fairfax County Public Schools Office of Adult and Community Education

Fairfax County Public Schools
5775 Spindle Court
Centreville, VA 20121 [Region 03]
Contact: Bonita Moore, Director, Educational Counseling Services
(703) 227-2220 **Type of Organization:** School System
Program: Instituted a partial benefits package to part-time employees. All professional, administrative and support staff working 20 hours per week or more are now eligible to receive benefits including paid sick leave and vacation.

National Hispana Leadership Institute

1901 N. Moore Street, Suite 206
Arlington, VA 22209 [Region 03]
Contact: Nancy Leon, Executive Director
(703) 527-6007 **Type of Organization:** Non-profit
Program: Mentored several Hispanic women. Established a leadership training project through which 20 women were trained at Harvard University and then sent out to communities to help Hispanic women and girls in whatever capacity they wanted.

Student Conservation Association

1800 N. Kent Street
Suite 1260
Arlington, VA 22209 [Region 03]
Contact: Nina S. Roberts, Assistant Director, CCDP
(703) 524-2441 **Type of Organization:** Non-profit
Program: Initiated a summer program to increase young womens' and minorities' awareness of all aspects of the outdoor education and environmental field.

(VT) Vermont

Rutland Regional Medical Center

160 Allen Street
Rutland, VT 05701 [Region 01]
Contact: Nancy Brower, Employee Services Specialist
(802) 747-3665 **Type of Organization:** Non-profit
Program: Offered employees financial management programs including: basics of investing; women and money; will, trusts and estates; durable power of attorney.

(WA) Washington

AFSCME AFL–CIO, Women's Action Committee Council Two

2812 Martin Street
Bellingham, WA 98226 [Region 10]
Contact: Lois Clement, Staff Advisor to Women's Action Committee
(360) 671-4831 **Type of Organization:** Labor Union
Program: Will expand from having one Women's Action Committee to four regionally-based Committees to better address the needs of women. Has developed and introduced a 4-hour training seminar including assertiveness, self-esteem, career-building training.

Allied Signal Commercial Avionics Systems

15001 NE 36th Street
Redmond, WA 98052 [Region 10]
Contact: Michelle Purcell, Benefits Specialist
(206) 885-8799 **Type of Organization:** Business
Program: Opened on-site child development center (with 90 slots) at its New Jersey facilities. The center, offering full-time and back-up care, is subsidized by the company and charges a sliding fee scole.

Art Anderson Associates

148 First Street
Bremerton, WA 98310 [Region 10]
Contact: Sally Buckingham, Director of Marketing
(360) 479-5600 **Type of Organization:** Business
Program: Allows leave to be accumulated indefinitely to provide for extended paid leave periods; also allows additional unpaid leave whenever possible. Offers flexible work arrangements including part time, four-day week and work at home options.

Bristol-Myers Squibb Company

309 210th Court, SE
Redmond, WA 98053 [Region 10]
Contact: Jerry Stenbakken, Regional Manager
(206) 392-3745 **Type of Organization:** Business
Program: Implemented "Her Health Program," to design and replicate educational materials on women's health. Created a "Women's Link Page" on the Internet (ww.womenslink.com). Northwest office sponsored roundtable, pilot project and booklet on women's health.

C.A. Newell Co., Inc.

9877 40th Avenue S.
Seattle, WA 98060 [Region 10]
Contact: Chris Newell, Owner
(206) 722-0901 **Type of Organization:** Business
Program: Donated flooring materials and office equipment to programs that service young children. The goal is to allow child care centers to use scarce funds for other purposes such as staff training, tuition assistance and other needed supplies.

City of Seattle

710 Second Avenue
Dexter Horton Building, 12th Floor
Seattle, WA 98060 [Region 10]
Contact: Vicki Childs, Benefits Supervisor
(206) 684-7833 **Type of Organization:** Gov't/Elected Official
Program: Added a Pediatric Home Care Benefit, through which a Certified Nursing Assistant is sent to the employee's home to care for sick or newborn children. The service is available 24 hours a day, seven days a week. Revamped Employee Assistance Program.

City of Tacoma

747 Market
Room 808
Tacoma, WA 98402 [Region 10]
Contact: Judie Fortier, Women's Right Division Coordinator
(206) 591-5161 **Type of Organization:** Gov't/Elected Official
Program: Funding domestic violence training for city employees, police/community groups, people of color. Appointed committee of Department Directors to develop long-term strategy for helping victims. Appointed employee committee to recommend services.

Columbia Industries

900 S. Dayton
P.O. Box 7346
Kennewick, WA 99336 [Region 10]
Contact: Becky Gauthier, Director of JET Services
(509) 582-4142 **Type of Organization:** Non-profit
Program: Expanded its Non-Traditional Employment for Women program to help women trainees gain employment in occupations with less than 20% women by offering structured training activities. 50 women have graduated from the program; 72% of them have found jobs.

Develop

1118 Fifth Avenue
Seattle, WA 98101 [Region 10]
Contact: Lynn Perry, Human Resources Director
(206) 461-4461 **Type of Organization:** Business
Program: Began offering group health insurance for a domestic partner and allowing employees to use sick and bereavement leave for a domestic partner.

Eddie Bauer, Inc.

14450 NE 36th Street
Redmond, WA 98052 [Region 10]
Contact: Craig Boyes, Manager of Associate Benefits and Work/Life Quality
(206) 556-7582 **Type of Organization:** Business
Program: Initiated adoption assistance and a post-partum care program. Establishing a new fitness center.

Ellisport Engineering, Inc.

20501 81st Avenue, SW
Vashon, WA 98070 [Region 10]

Contact: Joonne Dawson Kicinski, President
(206) 463-5311 **Type of Organization:** Business

Program: To increase flexibility, converted all paid holiday, vacation and sick leave to simply "Leave," of which each full time employee is allowed 200 hours per year. Any unused leave is paid to employees at the end of the year.

Goodale & Barbieri Companies

W. 201 N. River Drive
Suite 100
Spokane, WA 99201 [Region 10]

Contact: Vicki Foster, Sales Monoger
(509) 358-8014 **Type of Organization:** Business

Program: Opened a day care center in their central offices in Spokane. Subsidizes the center with $53,000 per yeor; olso donated start-up costs of $35,000. The center is licensed for 51 children including 7 infants and serves children oges 4 weeks to 5 years.

Group Health Cooperative

521 Wall Street
Seattle, WA 98121 [Region 10]

Contact: Kathy Alpin, Internal Consultant
(206) 448-5789 **Type of Organization:** Non-profit

Program: Began offering Monoging Transitions, a two-hour workshop providing informotion about the psychologicol process that individuols go through when transitions occur.

Highline Community College Women's Programs

2400 S. 240th Place
P.O. Box 98000, M.S.
Des Moines, WA 98198-9800 [Region 10]

Contact: Potricia Flores, Information and ESL Coordinator
(206)878-3710x3340 **Type of Organization:** Community College Women's Prgm

Program: Worked with three business/professional groups to place 25 displaced homemokers ond/or single mothers in work-based earning opportunities and provide job readiness skills. Exceeded the goal. 29 women were placed, more 95% of these were retoined.

Immunex Corporation

51 University Street
Seattle, WA 98101 [Region 10]

Contact: Beth L. Fortmueller, Benefits Administrator
(206) 587-0430 **Type of Organization:** Business

Program: Initiated free employee assistance programs (EAP) and elder care referral; one week paid paternity leave; six weeks paid adoption leove to the primary caregiver (and one week to the non-primary); spousal equivalency in all benefit plons; 4 nursing rooms.

Interagency Committee of State Employed Women

P.O. Box 47467
Olympia, WA 98501 [Region 10]

Contact: Rachel Le Mieux, Chair
(360) 586-0332 **Type of Organization:** Gov't/Elected Officiol

Program: Mode recommendations to the Governor for improving dependent care; increasing career advancement opportunities and offering alternative schedules.

KCTS Television

401 Mercer Street
Seattle, WA 98109 [Region 10]

Contact: Pomela J. Sampel, Director of Human Resources
(206) 443-6749 **Type of Organization:** Non-profit

Program: Developed on employee assistance progrom, which provides assistance in such oreos os child care referrals and locations, elder-care referrals, and career development odvice ond assistance.

Life Skills/Women's Programs Institute for Extended Learning

W 3305 Ft. George Wright Drive
Spokane, WA 99204 [Region 10]

Contact: Jan Polek, Gender Equity Program Manager
(509) 533-3756 **Type of Organization:**

Program: Initiated o pilot "Computer Success for Women" course, which wos offered for free to low income women in semi-rural Spokane. 41 women participated.

Microsoft Corporation
One Microsoft Way
Redmond, WA 98052 [Region 10]
Contact: Cecily Hall, Manager, World Wide Employee Benefits
(206) 936-9917 **Type of Organization:** Business
Program: Gave employees opportunity to purchase long term care insurance at group rates for themselves and their families. Covers care in nursing homes, comprehensive home care, adult day health care centers, adult foster care homes, assisted living facilities.

New Beginnings
3001 Ingram Street
Hoquiam, WA 98550 [Region 10]
Contact: Shorron Tipton, Office Manager
(360) 533-9476 **Type of Organization:** Non-profit
Program: Began offering a ten-week course including basic education, computer and job readiness training and counseling. The program primarily targets spouses of dislocated workers and other women who have worked at home for years.

Northwest Center for Equity and Diversity
EDCC, 20000 68th Avenue W.
Lynnwood, WA 98036 [Region 10]
Contact: Melissa Pander, Training Coordinator
(206) 640-1065 **Type of Organization:** Non-profit
Program: Developed the Pacific Islander and Asian Resource Gathering, a grassroots effort to help women gather information about obtaining scholarships, financial aid, training and other related resources.

Olympic College
1600 Chester Avenue
Bremerton, WA 98337 [Region 10]
Contact: Kathleen A. Dolan, Program Manager Women's Program
(360) 478-4798 **Type of Organization:** Media
Program: The College's Women's Program and Physical Education Department have been working with the Bremerton Fire Department to develop physical fitness training classes as part of a degreed curriculum for women interested in non-traditional careers.

Pacific Northwest National Labs
Battelle Boulevard
P.O. Box 999
Richland, WA 99352 [Region 10]
Contact: Peggy Batt, Human Resources Manager
(509) 375-6523 **Type of Organization:** Business
Program: Began a mentoring program to increase retention of employees, particularly women and minorities. Established an on-site child care center. Began an Employee Assistance Program with solution-oriented therapists available 24 hours a day for emergencies.

Pierce College
9401 Farwest Drive, S.W.
Lakewood, WA 98498 [Region 10]
Contact: Dr. Thelma White, Executive Dean of Student Services
(206) 964-6500 **Type of Organization:** Non-profit
Program: Services include: evening child care on campus; training for non-traditional careers; free monthly legal clinics; assistance in finding affordable housing; domestic violence support groups. It offers full benefits to its own permanent part-time workers.

Project Family of Kitsap County
245 4th Street
Suite 502
Bremerton, WA 98337 [Region 10]
Contact: Theresa Darrell, Executive Director
(360) 373-3030 **Type of Organization:** Non-profit
Program: Established "Take Time," a very successful parent education program that introduces parents to the concept of parenting as prevention.

Puget Sound Chapter, Coalition of Labor Union Women (CLUW)
6910 California S.W., #13
Seattle, WA 98136 [Region 10]
Contact: Patricia Agostino, President
(206) 441-8510 **Type of Organization:**
Program: CLUW's Northwest Trades Advocacy Network has begun holding seminars at its regularly scheduled meetings on topics ranging from affirmative action to construction contracts to apprenticeship opportunities. Sponsored trade fair and summit.

Seattle Public Schools
815-4th Avenue, N.
M/S AA-157
Seattle, WA 98109 [Region 10]
Contact: Tom Weeks, Executive Director, Human Resources
(206) 298-7383 **Type of Organization:** Education
Program: Sponsoring workshops on topics such as elder care, purpose beyond a paycheck, work/family balance.

Swett & Crawford
2001 6th Avenue, Suite 2500
Seattle, WA 98121 [Region 10]
Contact: Jennifer Delanty, Production Assistant
(206) 448-9400 **Type of Organization:** Business
Program: Developed Flexitime policies and vacation purchase program, which allows employees to purchase up to five extra days of vacation each year.

The Boeing Company
P.O. Box 3707
M/S 3W-HM
Seattle, WA 98060 [Region 10]
Contact: Toni McCullough, Program Administrator
(206) 657-9061 **Type of Organization:** Business
Program: Constructing an on-site Family Center, which will serve 202 infants, toddlers and pre-schoolers (possibly 24 hours a day) and also provide parent education, nursing rooms, back-up care, school holiday programs and immunizations.

The Seattle Times
1120 John Street
PO Box 70
Seattle, WA 98111 [Region 10]
Contact: Laura J. Boyd, Compensation and Benefit Manager
(206) 464-2982 **Type of Organization:** Business
Program: Allows mothers to telecommute to ease the return to work after the birth of a child.

Trout–Blue Chelan, Inc.
P.O. Box 669
Chelan, WA 98816 [Region 10]
Contact: Ms. Phyllis Gleasman, Personnel
(509) 682-2591 **Type of Organization:** Cooperative
Program: Established an on-site child care center with 22 slots to serve its 300 employees of whom approximately 200 are women. Considering plan to double the center's capacity.

Virginia Mason Medical Center
P.O. Box 900
X9-CC
Seattle, WA 98111 [Region 10]
Contact: Melinda Wells, Mgr. Work/Life Programs
(206) 583-6452 **Type of Organization:** Non-profit
Program: Began offering dependent care resource and referral services provided by Working Solutions 24 hours a day, 7 days a week. Offers on-site workshops and share fairs focusing on family, life and work issues.

Walker Richer & Quinn, Inc.
1500 Dexter Avenue North
Seattle, WA 98109 [Region 10]
Contact: Jan-le Low, Human Resources
(206) 217-7500 **Type of Organization:** Business
Program: Added a child and adult care benefit to EAP program; implemented a new retirement plan; implemented an ongoing stock option program; increased vacation time; added a paid holiday and insurance options.

Washington Kids Court
University of WA
Box 353060
Seattle, WA 98195 [Region 10]
Contact: Richard Brandon, Ph.D.
(206) 685-7613 **Type of Organization:** University-Based Research Cent
Program: Developed "The Financing Quality Early Childhood Care and Education Think Tank," a short-term university based working group of business leaders and public policy makers that has made recommendations for making child care high quality and affordable.

Washington Association for the Education of Young Children
827 N. Central Avenue, #106
Kent, WA 98032 [Region 10]
Contact: Marty Jacobs, Executive Director
(206) 854-2565 **Type of Organization:** Non-profit
Program: Instituted a 403(b) retirement program for its one full-time and two part-time women workers. Will make additional contributions to the plan in years in which it is financially feasible.

Washington Soldiers Home
P.O. Box 199
Orting, WA 98360 [Region 10]
Contact: Alfie Alvarodo, Superintendent
(206) 840-6582 **Type of Organization:** Non-profit
Program: Opened an affordable on-site child care facility for its approximately 170 employees. Approved an alternative work schedule to allow employees to tend to family needs and school activities.

Washington State PTA
2003 65th Avenue West
Tacoma, WA 98401 [Region 10]
Contact: Marcia Holland, Parent Involvement Director
(206) 565-2153 **Type of Organization:** Non-profit
Program: Trained a core of certified trainers to offer parent education seminars in workplaces across the state. Has invited over 100 businesses to become sustaining members of the PTA.

Western States Operating Engineers Institute of Training
P.O. Box 210
Spangle, WA 99031-0210 [Region 10]
Contact: Danny Thiemens, Training Director
(509) 235-9393 **Type of Organization:** Labor Union
Program: Has begun an apprenticeship training program to prepare women for positions as heavy equipment operators, mechanics, and technical engineers. Participants are placed with employers and receive 2,000 hours of follow-up to ensure their success.

Weyerhaeuser Company
CH 2L34
Tacoma, WA 98477 [Region 10]
Contact: Kim Johnson, Work/Life Administrator
(206) 924-4205 **Type of Organization:** Business
Program: Developed guidelines for teleworking and flexible work schedules for 8,000 employees in the corporate office.

Working Solutions, Inc.
701 Dexter Avenue, N.
Suite 400
Seattle, WA 98109 [Region 10]
Contact: Ellen Blizinsky, Community Relations Director
(800) 322-9776 **Type of Organization:** Business
Program: Hosted 4 luncheons on work/life initiatives for corporate Human Resource/Benefits professionals and community leaders. Participants have followed-up by forming 2 informal discussion groups, which meet periodically about work/family issues.

Yakima Valley Memorial Hospital
2811 Treton Drive
Yakima, WA 98902 [Region 10]
Contact: Peggy Urlocher, Child Care Director
(509) 575-8288 **Type of Organization:** Non-profit
Program: Developed a summer camp and school holiday program for the school-age children of its 1,200 employees. The program is operated by college student counselors majoring in education.

Yakima Valley Memorial Hospital, Women's Health Center
2811 Treton Drive
Yakima, WA 98902 [Region 10]
Contact: Jennifer Tate, Director
(509) 575-8484 **Type of Organization:** Non-profit
Program: Offering workshop entitled Career Dynamics for Women, which includes such topics as stress management at work, gender communication at work, sexual harassment meditation, etc.

YWCA of Wenatchee Valley
212 First Street
Wenatchee, WA 98801 [Region 10]
Contact: Esther M. Canaan, Executive Director
(509) 662-3531 **Type of Organization:** Non-profit
Program: Initiated salary adjustments for the positions of administrative assistant, bookkeeper, custodian, program director and executive director. Will consider cost of living indexes and available funds when calculating salaries each year.

YWCA of Yakima

15 N. Noches Avenue
Yakima, WA 98901 [Region 10]
Contact: Potty Dian, Executive Director
(509) 248-7796 **Type of Organization:** Non-profit
Program: Increased wages for their women employees. Provided a shelter for bottered women and their children; a program for monitored child visitation with the non-custodial parent; and an afterschool program for teen girls.

(WI) Wisconsin

A Fund for Women

Madison Community Foundation
P.O. Box 71
Modison, WI 53701 [Region 05]
Contact: Susan Buzby, Coordinator
(608) 255-0503 **Type of Organization:** Non-profit
Program: Initiated a revolving loan fund for lower income women in Tools for Tomorrow, a program that trains women for non-traditional jobs such as electricians, welders, or plumbers. The average loan of $500 is repaid after the first year of employment.

ACTION Employment & Training

1800 Appleton Road
Menasha, WI 54952 [Region 05]
Contact: Nancy Coonen, Executive Director
(414) 730-9366 **Type of Organization:** Non-profit
Program: Provides business clothing for job interviews and the first weeks of work; offers a 1½ day workshop on job readiness skills; provides mentors for women transitioning from assistance to work; educates women on non-traditional opportunities.

Blackhawk Technical College

P.O. Box 5009
Janesville, WI 53547-5009 [Region 05]
Contact: Mona Antonelli
(608) 757-7752 **Type of Organization:** Education
Program: Paired second year female non-traditional students with incoming students to serve as mentors. Mentors were to meet with mentees at least 3 times during the first semester to provide information on school resources and to share their experiences.

Employment Options, Inc.

2095 Winnebago Street
Madison, WI 53704 [Region 05]
Contact: Nancy Nakkoul, Nontraditional Projects Coordinator
(608) 244-5181 **Type of Organization:** Non-profit
Program: Developed revolving loan fund for women entering nontraditional occupations. Micro-loans of up to $750 per person will be interest free for one year, with repayment beginning after the first year of employment.

Federation of Nurses & Health Professionals Local 5001

9620 W. Greenfield Avenue
West Allis, WI 53214 [Region 05]
Contact: Candice Owley, President
(414) 475-6065 **Type of Organization:** Labor Union
Program: Negotiated early retirement packages, enhanced retirement benefits, seniority benefits and preferred hiring at other institutions for over 200 members (96% female) after the closure of their hospital in December 1995.

Fox Cities Alliance for Education

P.O. Box 1855
Appleton, WI 54911 [Region 05]
Contact: Lynn R. Peters, Director, Business–Education Partnerships
(414) 734-7101 **Type of Organization:** Non-profit
Program: Opened the Career Connection Center to provide career exploration opportunities to the community, particularly 12–21 year olds. Spearheaded project that has encouraged more than 100 employers to commitment publicly to support education in the community.

GE Medical Systems

PO Box 414, W-690
Milwaukee, WI 53201 [Region 05]
Contact: Nancy Roush, Work/Life Coordinator
(414) 548-4850 **Type of Organization:** Business
Program: Initiated alternative work schedules including reduced hours, part-time work, job sharing, compressed work week, flexible hours; fully reimbursable sick child program; day care discounts; on-site banking, dry cleaning and florist.

Gray's Child Development

6618 North Teutonia Avenue
Milwaukee, WI 53209 [Region 05]

Contact: Wanda Montgomery, Director of Development
(410) 228-6020 **Type of Organization:** Non-profit

Program: Provided 14 employees (teachers' aides and others) with a CDA Training Program, which gives them a level of education comparable to an associate teaching degree. Trainees have received increases in duties and pay with completion of the CDA training.

Job Network

2095 Winnebago Street
Madison, WI 53704 [Region 05]

Contact: Ellen MaGee, Vocational Counselor
(608) 244-5181 **Type of Organization:** Professional Network

Program: This association of 26 member agencies that employ employment and training professionals allotted $150 per member agency for staff professional development. Established a monthly information exchange on employment/training issues for member agencies.

Luna Tech

P.O. Box 6021
Madison, WI 53716 [Region 05]

Contact: Samantha Jade River, Coordinator
(608) 835-9865 **Type of Organization:** Non-profit

Program: Offers job training, hands-on experience and career advancement to 20 women in the Technical Production field — sound production, lights and stage management.

Quad/Graphics, Inc.

N63 W23075 Main Street
Sussex, WI 53089-2827 [Region 05]

Contact: Marketing & Communications
(414) 246-2951 **Type of Organization:** Business

Program: Opened a no-cost medical clinic for 8,500 employees and their families. Provides a $600 interest free loan to new employees toward the purchase/lease of a car to get to work.

The Bureau of Apprenticeship Standards

P.O. Box 7972
Room 211X
Madison, WI 53707 [Region 05]

Contact: Karen Morgan, Director
(608) 266-3133 **Type of Organization:** Gov't/Elected Official

Program: Conducted 11 statewide Workforce Diversity Training Workshops for 250 construction employers, site supervisors, and Joint Apprenticeship Committee members.

University of Wisconsin/ Women's Studies Consortium

UW — Parkside
Box 2000
Kenosha, WI 53141 [Region 05]

Contact: Anne Statham, Outreach Administrator & Professor
(414) 595-2162 **Type of Organization:** Non-profit

Program: Educated/trained individuals committed to welfare reform on poverty issues and showed them how to make oral presentations to policymakers, State legislators, AFDC recipients and the business community.

Western Wisconsin Technical College, The Opportunity Center

304 North 6th Street
La Crosse, WI 54601 [Region 05]

Contact: Judith Erickson, Manager/Projects Coordinator
(608) 785-9200 **Type of Organization:** Technical College

Program: Distributed manual of work/family policies and programs implemented by businesses in La Crosse and other communities. Designed and initiated a project to help teen single parents transition into post-secondary education.

Wisconsin Department of Transportation

P.O. Box 7965
Room 601
Madison, WI 53701-7914 [Region 05]

Contact: Jim Zegers, Chief of Policy and Program Development
(608) 267-7354 **Type of Organization:** Gov't/Elected Official

Program: Established program for the outreach, preparation, and retention of women and minorities in the road construction industry.

Wisconsin Minority Women's Network, Inc. (WMWN)

P.O. Box 249
Madison, WI 53701 [Region 05]

Contact: Rose C. Rennhock, President
(608) 244-6581 **Type of Organization:** Non-profit

Program: Initiated programs to raise funds and offers scholarships to minority women re-entering the workforce.

YWCA of Greater Milwaukee

1915 N. Dr. Martin Luther King Jr. Drive
Milwaukee, WI 53201 [Region 05]

Contact: Linda Gruber, Communications Director
(414) 374-1800 **Type of Organization:** Non-profit

Program: Led a program (Transportation Allied for New Solutions) to train women & minority men for high paying jobs in the road construction industry. Hired 45 people through program. Initiated Individual Professional Development Plans for permanent employees.

YWCA of Wausau

613 Fifth Street
Wausau, WI 54403 [Region 05]

Contact: Janet Newman, Executive Director
(715) 842-3381 **Type of Organization:** Non-profit

Program: Started a work experience program for 12 Hmong women refugees that allows them to use their traditional needlework skills as a basis for starting their own businesses.

(WV) West Virginia

District 1199/Service Employees International Union

1323 8th Avenue
Huntington, WV 25701 [Region 03]

Contact: Tereso Ball, Area Director WV/KY
(304) 522-2871 **Type of Organization:** Labor Union

Program: Initiated "Dignity, Rights and Respect Compaign" to increase the minimum ratio of nurses aides per patient load and shift, and for developing a special incentive fund to encourage investment in the nursing home workforce.

West Virginia Women's Commission

1900 Kanawha Boulevard, East
Building 6, Room 637, Capitol Complex
Charlestan, WV 25305 [Region 03]

Contact: Adrienne Worthy, Executive Director
(304) 558-0070 **Type of Organization:** Gov't/Elected Official

Program: Established the Governor's Child Care Initiative which received a $2 million allocation to expand and improve child care options and quality for the entire state.

(WY) Wyoming

Gerald T. Stack & Associates, CPA's, PC

123 W. 1 Street, Suite 400-30
Casper, WY 82601 [Region 08]

Contact: Karen Wulff, CPA, Supervisor
(307) 264-3400 **Type of Organization:** Business

Program: Established a formal flex time policy, which is utilized by all 12 employees, 9 of whom are women.

Mountain Fuel Supply

P.O. Box 2190
Evanston, WY 82930 [Region 08]

Contact: Jim Skeen, Manager
(307) 783-4901 **Type of Organization:** Gas Utility

Program: Provides 12 weeks of paid family/medical leave; offers a free referral service, a dependent care spending account, and interest free dependent care loans; has free domestic abuse counseling and a strong sexual harassment policy; offers flex-time options.

Western Wyoming Community College Vocational Women's Support & Training Program

P.O. Box 428
2500 College Drive
Rock Springs, WY 82901 [Region 08]

Contact: Tiffany Sauer, Program Coordinator
(307) 382-1828 **Type of Organization:** Community College

Program: Provides women and girls pursuing nontraditional careers with services including: tuition and books, travel and child care, professional equipment for classes and internships, counseling and assistance with basic needs.

Wyoming Society of CPA's — Family Issues Committee

123 W. 1st -
Suite 400-30
Casper, WY 82601 [Region 08]

Contact: Karen Wulff, Chair
(307) 265-3400 **Type of Organization:** Non-profit

Program: Developing a resource and guide for the implementation of flexible work arrangements, which will be distributed to the organization's 500 members and their employees.

PARTNERS FOR CHANGE HONOR ROLL

APPENDIX II:
Working Women Count Partners for Change List

The following is an alphabetical list of the partners for change who have disseminated information on policies and programs that respond to the issues raised by the Women's Bureau.

APPENDIX II

Advisory Council on Women, City of Chicago
510 N. Peshtigo Court, # 603
Chicago, IL 60611 [Region 05]
Contact: Cece Lobin, Director
(312) 744-4113 Type of Organization: Gov't/Elected Official

AFL–CIO Milwaukee Labor Press
633 S Howley Road
Milwoukee, WI 53214 [Region 05]
Contact: Corole Cosamento, Editor
(414) 771-7070 Type of Organization: Non-profit

AFL–CIO Rochester Labor Council
Union Place, Suite 302
30 North Union Street
Rochester, NY 14607 [Region 02]
Contact: Mary Denise Schneider, Assistant to the President
(716) 263-2650 Type of Organization: Labor Union

American Association for Women in Community Colleges (AAWCC)
Southeast Community College
8800 "O" Street
Lincoln, NE 68520 [Region 07]
Contact: Lourie Kilzer, President
(402) 437-2635 Type of Organization: Non-profit

American Association of University Women, New Jersey
12 Whittier Drive
Mount Holly, NJ 08060 [Region 02]
Contact: Dionne McKoy, President
(609) 267-1888 Type of Organization: Non-profit

American Medical Women's Association & Lutheran General Children's Day Care
9375 Church Street
Des Plaines, IL 60016 [Region 05]
Contact: Linda Deering, Project Coordinator
(847) 824-5124 Type of Organization: Non-profit

Area Agency on Aging 1-B
29100 Northwestern Highwoy
Suite 400
Southfield, MI 48034 [Region 05]
Contact: Diane Sonds, Former Pension Benefits Speciolist
(810) 262-9218 Type of Organization: Non-profit

Bergen County Technical School
200 Hackensack Avenue
Hackensack, NJ 07601 [Region 02]
Contact: Diane Scarangella, Program Development/ Grantswriter
(201) 343-6000 Type of Organization: School

Blue Point Books
P.O. Box 91347
Santa Barbara, CA 93190 [Region 09]
Contact: Cathy Feldmon, Editor/Publisher
(805) 965-2635 Type of Organization: Business

Career Directions
215 Witham Road
Encinitas, CA 92024 [Region 09]
Contact: Virginia Byrd, Work/Life Specialist, Coreer Monagement
(619) 436-3994 Type of Organization: Business

Center for Work & The Family
910 Talare Avenue
Berkeley, CA 94707 [Region 09]
Contact: Leoh Potts Fisher, Co-Director
(510) 527-0107 Type of Organization: Business

Central Indiana Chapter, Coalition of Labor Union Women
1701 West 18th Street
Indianapolis, IN 46202 [Region 05]
Contact: Joonne M. Sanders, Deputy Director, IN AFL–CIO Labor Institute for Training
(317) 632-9144 Type of Orgonization: Non-profit

Child Care Resources Center of Cuyahoga County (d.b.a.) Starting Point
3135 Euclid Avenue, Suite 200
Cleveland, OH 44115 [Region 05]
Contact: Billie Osborne–Feors, Executive Director
(216) 431-1818 Type of Organization: Non-profit

City of Fort Worth
1000 Throckmorton
Fort Worth, TX 76102 [Region 06]
Contact: Ginny Hickmon, Chair, Our City Our Children Initiotive
(817) 871-8444 Type of Organization: Gov't/Elected Official

Colorado Coalition for Women's History
P.O. Box 532
1200 Modison Street
Denver, CO 80206 [Region 08]
Contact: Mary Jo Wogner, PhD, Conference Co-Choir
(303) 337-3770 Type of Organization: Non-profit

Colorado Women's Agenda
1420 Ogden Street
Gorden Level
Denver, CO 80218 [Region 08]
Contact: Ruth Apointe, President
(303) 863-7338 Type of Organization: Non-profit

Connecticut Permanent Commission on the Status of Women
18-20 Trinity Street
Hartford, CT 06106 [Region 01]
Contact: Susan Hoover, Special Projects Director
(860) 240-8300 Type of Organization: State Agency

Dade County Commission on the Status of Women
111 N.W. 1st Street
Suite 660
Miomi, FL 33128 [Region 04]
Contact: Laura Varela, Executive Director
(305) 375-4967 Type of Organization: Gov't/Elected Official

Enterprising Women's Leadership Institute
P.O. Box 273
Delmor, NY 12054 [Region 02]
Contact: Dr. Marilyn McCall Wiles, Executive Director
(518) 465-5579 Type of Organization: Non-profit

Federacion Muncipios de Puerto Rico
Ave. Arteriol Hostos
Suite 805
Hoto Ray, PR 00918 [Region 02]
Contact: Dorilindo Romirez, Counselor
(809) 281-0888 Type of Organization: Non-profit

Gerontology Institute University of Massachusetts Boston
100 Morrissey Blvd.
Boston, MA 02101 [Region 01]
Contact: Ellen A. Bruce, Director, Public Policy Division
(617) 287-7300 Type of Organization: Non-profit

Global Alliance for Women's Health
823 U.N. Plozo, Suite 712
7th floor
New York, NY 10017 [Region 02]
Contact: Dr. Eloine Wolfson, President
(212) 286-0424 Type of Organization: CBO–NGO Affiliote to U.N.

Holt & Associates
418 E. Broadwoy Ave.
Suite 25
Bismorck, ND 58501 [Region 08]
Contact: Tara Holt, Owner
(701) 258-2251 Type of Organization: Business

Honolulu County Committee on the Status of Women
715 S. King Street
Suite 500
Honolulu, HI 96813 [Region 09]
Contact: Potti Cook, Planner ond Lioison to the HCCSW, Dept. of Comm.
(808) 523-4073 Type of Organization: Gov't/Elected Official

Indiana Women Advocates
1701 West 18th Street
Indianapolis, IN 46202 [Region 05]
Contact: Joanne M. Sanders, Chair, Coolition to Estoblish o Statutory Commission for Wom
(317) 632-9147 Type of Organization: Gov't/Elected Officiol

International Women's Day Celebration, New Jersey
c/o of YWCA of Plainfield/No. Plainfield
232 East Front Street
Plainfield, NJ 07060-1387 [Region 02]
Contact: Shelley Jacobs Mintz, IWD-NJ Coordinator
(908) 756-3836 Type of Organization: Non-Profit Collaborative

Iowa Commission on the Status of Women
Lucos State Office Building
Des Moines, IA 50319 [Region 07]
Contact: Charlotte Nelson, Executive Director
(515) 281-4461 Type of Organization: Gov't/Elected Official

Jackson Business & Professional Women
P.O. Box 1020
Jackson, MI 49204 [Region 05]
Contact: Trish Kern, Committee Chair
(517) 789-4364 Type of Organization: Non-profit

Metro–Detroit Chapter, Coalition of Labor Union Women
8731 E. Jefferson
Detroit, MI 48214 [Region 05]
Contact: Millie Holl, President
(313) 926-5655 Type of Organization: Labor Union

Michigan Pay Equity Network
825 Nightingale
Dearborn, MI 48128 [Region 05]
Contact: Polly Howe, Coordinator
(313) 562-6924 Type of Organization: Network

Milwaukee County Labor Council AFL–CIO
633 South Howley Rood
Milwaukee, WI 53214 [Region 05]
Contact: Bruce Colburn, Secretory/Treasurer
(414) 774-7070 Type of Organization: Labor Union

Missouri Women's Council
P.O. Box 1684
Jefferson City, MO 65102 [Region 07]
Contact: Dr. Sue McDaniel, Executive Director
(573) 75 -0810 Type of Organization: Gov't/Elected Official

Missouri Women's Network
138 Kings Drive
St. Louis, MO 63034 [Region 07]
Contact: Shirley Breeze, State Chair
(314) 831-5359 Type of Organization: Non-profit

Monmouth County Division on the Status of Women
P.O. Box 3000
Freehold, NJ 07728 [Region 02]
Contact: Elaine Volentino, Director
(908) 577-6681 Type of Organization: Non-profit

MONTCEL — Montana Committee for an Effective Legislature
324 Fuller Avenue
Helena, MT 59601 [Region 08]
Contact: Lindo Stoll, Executive Director
(406) 443-7283 Type of Organization: Non-profit

Nassau County, Office of Women's Services
250 Fulton Avenue
Hempstead, NY 11550 [Region 02]
Contact: Geraldine Linton, Director
(516) 572-0910 Type of Organization: County Women's Center

National Council of Jewish Women — Seattle Section
1011 Boren Avenue, Box 804
Seottle, WA 98104 [Region 10]
Contact: Sandra Krous, President
(206) 323-9349 Type of Organization: Non-profit

National Hook up of Black Women Inc.
5117 S. University Avenue
Chicago, IL 60615 [Region 05]
Contact: Wynetta Frazier, Ph.D, National President
(773) 291-2113 Type of Organization: Non-profit

Nebraska Commission on the Status of Women
P.O. BOX 94985
301 Centennial Mall South
Lincoln, NE 68509 [Region 07]
Contact: Devorah Lanner, Public Information Officer
(402) 471-2039 Type of Organization: State Agency

New England Employee Benefits Council
62 Walnut Street
Wellesley, MA 02181 [Region 01]
Contact: Ted Baker, Executive Director
(617) 239-1767 Type of Organization:

New Jersey Department of Education, Bureau of Gender Equity
CN500 Capital Plaza
Trenton, NJ 08625 [Region 02]
Contact: Dr. Patricia Mitchell, Gender Equity Coordinator
(609) 984-5909 Type of Organization: Gov't/Elected Official

New Mexico Federation of Business & Professional Women
3501 Juan Tabone, K-8
Albuquerque, NM 87111 [Region 06]
Contact: Berta R. Rodriquez, Vice President
(505) 296-6987 Type of Organization: Non-profit

O'Hara–Horowitz Productions
900 Welch Road
Suite 210
Palo Alto, CA 94304 [Region 09]
Contact: Shawnee Saas, Special Assistant to Larry Horowitz
(415) 322-9966 Type of Organization: Media

Office of the State Director for Vocational Education
2425 Campus Road
Sinclair Library, Mezzanine 2
Honolulu, HI 96822 [Region 09]
Contact: Barbara Tavares, Coordinatar of Special Services
(808) 956-6115 Type of Organization: Gov't/Elected Official

Oklahoma State Employment Service
Rt 1, Box 274
Lawton, OK 73502 [Region 06]
Contact: Glenda Owen, Local Office Manager
(405) 357-3500x33 Type of Organization: Gov't Service

Operation A.B.L.E.
119 Beach Street
4th Floor
Boston, MA 02101 [Region 01]
Contact: Ruth Ann Moriarty, Executive Director
(617) 542-4180 Type of Organization: Non-profit

Oregon Health Division
800 NE Oregon Street
Suite 850
Portlond, OR 97232 [Region 10]
Contact: Amy Aycrigg, Health Specialist Educator/ Public Health Educator
(503) 731-4409 Type of Organization: Gov't/Elected Official

Oregon Tradeswomen Network
P.O Box 86620
Portland, OR 97286 [Region 10]
Contact: Connie Ashbrook, Co-coordinator
(503) 777-5167 Type of Organization: Non-profit

Pro-Conscience Women's Equity Mutual Fund
850 Montgomery Street
Suite 100
San Francisco, CA 94133 [Region 09]
Contact: Linda C.Y. Pei, President
(415) 296-9135 Type of Organization: Business

Project Equality
6301 Rockhill Road, #315
Kansas City, MO 64131 [Region 07]
Contact: Maurice Culver, President
(816) 361-9222 Type of Organization: Non-profit

Puerto Rico Department of Labor
505 Munoz Rivera Avenue
Rio Piedras, PR 00918 [Region 02]
Contact: Carmen O. McCullach, Assistant Secretary for Human Resources
(787) 754-2130 Type of Organization:

Queens Women's Center
120-55 Queens Blvd.
Raom 209
Kew Gardens, NY 11424 [Region 02]
Contact: Ann Juliano Jawin, Chair, Board of Directors
(718) 793-0672 Type of Organization: Non-profit

San Diego Work and Family Coalition
P.O. Box 27266
San Diego, CA 92101 [Region 09]
Contact: Virginia Byrd, Board Member, Work/Life Specialist
(619) 521-3055 Type of Organization: Non-profit

Seattle Office for Civil Rights
700 Third Avenue, #250
Seattle, WA 98060 [Region 10]
Contact: Judith Lonnquist, Co-Chair
(206) 684-4500 Type of Organization:

SKC Electric
14300 W. 97th Terrace
Lenexa, KS 66215 [Region 07]
Contact: Bill Love, President
(913) 541-0545 Type of Organization: Business

The Displaced Homemakers, Shreveport
752 Dalzell Street
Shreveport, LA 71104 [Region 06]
Contact: Doreen McGaffey, Site Manager
(318) 676-7137 Type of Organization: Non-profit

The Network Oil Corp. c/o Mobil

Mobil Oil Corp
3225 Gallows Rood, Room 4W114
Fairfax, VA 22037 [Region 03]
Contact: Cathy Dether, Employee Relotions Advisor
(703) 846-3000 Type of Organization: Network

The Queens Women's Network

161-10 Jamica Avenue
Suite 207
Jamaico, NY 11432 [Region 02]
Contact: Irene Navero Hammel, Executive Director
(718) 657-6200 Type of Organization: Non-profit

Trans World Airlines (TWA)/ International Association of Machinists & Aerospace Workers (IAMAW)

225 N. Michegan Avenue
Chicago, IL 60601 [Region 05]
Contact: Harriette Topitzes–Ternipsedi, Committee Person
(312) 819-1411 Type of Organization: Business

University of Minnesota Labor Education Service

271 19th Avenue S.
Room 447, Management & Economy Bldg.
Minneapolis, MN 55401 [Region 05]
Contact: Down Addy, Progromming Coordinotor
(612) 624-5020 Type of Organization: Educotional

University of Wisconsin, @ Milwaukee Center for Women's Studies

University of Wisconsin
Milwaukee, WI 53201 [Region 05]
Contact: Kim Romenesko, Administrotive Program Specialist
(414) 229-591B Type of Organization: Educotional Institution

Vermont Governor's Commission on Women

126 State Street
Drawer 33
Montpelier, VT 05601 [Region 01]
Contact: Sara Lee, Executive Director
(B02) 828-2851 Type of Organization: Gov't/Elected Official

Veterans Job Service Center

Bldg. #5225, MS-74
Fort Lewis, WA 98433-5000 [Region 10]
Contact: Poula Henderson, Progrom Specialist/DVOP
(206) 967-2790 Type of Organization: State Govt.

Westchester Community College

75 Grosslands Rood
Valhalla, NY 10595 [Region 02]
Contact: Dr. Joseph N. Hankin, President
(914) 785-6859 Type of Organization: College

Westchester County Office for Women

Office of the County Executive
150 Grand Street, 6th Floor
White Plains, NY 10601 [Region 02]
Contact: Camille F. Murphy, Director
(914) 285-5972 Type of Organization: Gov't/ Elected Official

Western Illinois University Women's Center

1 Circle Drive
200 Memoriol Hall
Macomb, IL 61455 [Region 05]
Contact: Loretto Kensinger, Director of the Women's Center
(309) 298-2242 Type of Organization: Educational

Wisconsin Women Work!

2095 Winnebago Street
Modison, WI 53704 [Region 05]
Contact: Barbara Scholl, President
(60B) 244-5181 Type of Organization: Non-profit

Wise Women's Center, Essex County College

Essex County College
303 University Ave.
Nework, NJ 07102 [Region 02]
Contact: Patricio Polmer, Director
(201) 877-3395 Type of Organization: Non-profit

Women in the Building Trades

555 Amory Street
Boston, MA 02101 [Region 01]
Contact: Priscillo Golding, Executive Director
(617) 524-3010 Type of Organization: Non-profit

Women Unlimited Magazine

603 Summer Avenue
Springfield, MA 01108 [Region 01]
Contact: Alice Stelzer, Publisher
(413) 733-1231 Type of Organization: Business

Women's Center for Education and Career Advancement

45 John Street
New York, NY 10038 [Region 02]
Contact: Merble Reogon, Executive Director
(212) 964-8934 Type of Organization: Non-profit

Women's National Book Association, New York Chapter

160 Fifth Avenue
New York, NY 10010 [Region 02]
Contact: Susan Joseph
(212) 675-7804 Type of Organization: Non-profit

Women's Rights Information Center, Englewood, New Jersey

10B W. Palisade Avenue
Englewood, NJ 07631 [Region 02]
Contact: Joan Grzenda, Director
(201) 568-1166 Type of Organization: Non-profit

Womens Way
Womens Way
1233 Locust Street, Suite 300
Philadelphio, PA 19107 [Region 03]
Contact: Dona Levitties, Communications Manager
(215) 985-3322 Type of Organization: Non-profit

Work and Family Strategies
4333 Sunnyside Avenue North
Seattle, WA 98103 [Region 10]
Contact: Suson Canfield, Owner
(208) 633-2516 Type of Organization: Business

Work Life Connections
P.O. Box 5621
Eugene, OR 97405 [Region 10]
Contact: LeeAnn Sheehan, Partner
(541) 302-6800 Type of Organization: Business

Work/Life Consulting
25 Walnut Street
Wellesley, MA 02181 [Region 01]
Contact: Dr. Richard Levin, President
(617) 431-0880 Type of Organization: On-line Service

YWCA Career Center
375 So. Third Street
San Jose, CA 95112 [Region 09]
Contact: Laurie Terrot
(408) 295-4011 Type of Organization: Non-profit

YWCA, Topeka, KS
225 S.W. 12th
Topeko, KS 66612 [Region 07]
Contact: Kay Coles, Executive Director
(913) 233-1750 Type of Organization: Non-profit

APPENDIX III:
Honor Roll Members by Program Category

APPENDIX III

9 to 5, Cincinnati Working Women	OH
A Friend of the Family	GA
A Fund for Women	WI
A.T. Cross Company	RI
AAUW–Denver Branch	CO
Ad Hoc for Child Care Salaries	MO
Aetna Life & Casualty	CT
AFSCME (American Federation of State, County & Municipal Employees) Council 31	IL
AFSCME Council #93/Middlesex Community College	MA
AFSCME Council 94/Local 2448	RI
AlliedSignal	MO
Allstate Insurance Company	IL
Alumnae Resources	CA
American Association for Medical Transcription	CA
The American Business Women's Association	MO
American Multi-Cinema, Inc.	MO
American Physical Therapy Association	VA
American Speech–Language–Hearing Association	MD
Arizona Governor's Commission on Non-Traditional Employment for Women	AZ
Arizona Public Service Company	AZ
Arkansas Human Development Corporation	AR
Ashley Clinic	KS
Baltimore City Commission for Women	MD
Barnett Banks, Inc.	FL
Bausch & Lomb	NY
Bay Area Emergency Care Consortium	CA
Bloomington Commission on the Status of Women	IN
Blue Cross & Blue Shield	MO
Blue Cross of Western Pennsylvania	PA
Bright Horizons Children's Center Inc.	MA
Brooklyn Academy of Music	NY
Brooklyn Union	NY
Broward County Division of Human Resources	FL
Butler Foundation	MO
Calvert Group	MD
Camp Fire Boys & Girls, Alaska Council	AK
Career Learning Center	SD
Career Training Institute	MT
Center America Property Trust	TX
Center for Law and Human Services, Inc.	IL
Central Labor Council of Southern West Indiana	IN
Ceridian Corporation	MN
Chicago Women in Trades	IL
Child Care Resources	MT
Children First at 125 Broad Street	NY

Children First Inc.	IL
Children First Inc.,San Francisco	CA
Children First, Inc., Los Angeles	CA
The Children's Center at 200 Park	NY
The Children's Center at Bankers Trust (Harborside)	NJ
The Children's Center at Bankers Trust Plaza	NY
The Children's Center at Goldman Sachs	NY
The Children's Center at New York Life	NY
Children's Center at One Financial	MA
Children's Center at Ropes & Gray	MA
The Children's Center on Fifth Avenue	NY
Chinese Community Center	TX
Christian Women Who Care, Inc.	OR
City & County of Denver, Agency for Human Rights Relations	CO
City of Coral Springs, Florida	FL
City of Kansas, Kansas	KS
City of Mesa, Arizona	AZ
City of New Britain	CT
City of Seattle	WA
City of Tulsa	OK
CMP Publications, Inc.	NY
Coalition for a Living Wage	MA
Colorado Department of Human Services Business Commission on Child Care Financing	CO
Columbia Industries	WA
Commerce Bank	MO
Commonwealth of Massachusetts & the Alliance (AFSCME&SEIU)	MA
ConAgra Frozen Foods	NE
Coopers & Lybrand, L.L.P.	TX
Country Mart	MO
Creativity Teams for Women	OR
Deloitte & Touche LLP	TX
Develop	WA
Dist. 925, SEIU & The Town of Watertown, MA	MA
District 1199/Service Employees International Union	WV
DuPont Company	DE
Eagle Affiliates	NJ
Ellisport Engineering, Inc.	WA
The Empowerment Program	CO
Englewood Hospital and Medical Center	NJ
Entrepreneurial Center, Hartford College for Women	CT
The Equitable Life Assurance Society	NY
Essex Manufacturing Co./ New England Joint Board of UNITE	MA
Every Woman's Place, Inc.	MI
Evolving Systems, Inc.	CO
Fairfax County Public Schools Office of Adult and Community Education	VA
Farmworkers Self-Help, Inc.	FL
Fayetteville Community Child Development Council, Inc.	NC
Federation of Nurses & Health Professionals Local 5001	WI
First Chicago	IL

Florida State University	FL
Fort Wayne Women's Bureau	IN
Gallaudet University	DC
Gerald T. Stack & Associates, CPA's, PC	WY
Giddings ISD Community Education	TX
Gold Mine & Jazz Alley Casinos	CO
Government Employees Hospital Association	MO
Greater Dallas Chamber of Commerce International Trade Department	TX
Green Thumb, Inc.	IA
Group 53	MO
GTE Service Corporation	CT
Hasbro	RI
Hewlett–Packard Co.	CA
Highlander Center	TN
Hoechst Celanese Corporation	RI
Hotel Employees and Restaurant Employees Union — Local 2	CA
Hughes Electronics	CA
Idaho State University College of Education	ID
IMI Norgren, Inc.	CO
Immunex Corporation	WA
Indiana Commission for Women	IN
Initiatives for Children, Inc.	TX
INROADS, Inc., St. Louis	MO
INROADS, Inc., Kansas City, Missouri	MO
Interagency Committee of State Employed Women	WA
Job Network	WI
John Hancock Financial Services	MA
Johnston Insurance Agency	MO
JOIN (Job Opportunities in Nevada)	NV
Kansas City Executives Suites	MO
Kansas City Fair Housing Center	KS
Kansas Department of Human Resources	KS
Kelly Services	IN
Kent County Memorial Hospital	RI
KPMG Peat Marwick, LLP	NJ
La Raza Centro Legal	CA
The Labor Project For Working Families	CA
Laborers International Union — Midwest Region	IL
Lake Associates, Inc.	IL
Laser Mark-It, Inc.	MO
Legal Assistance Foundation of Chicago	IL
Lidke & Associates	CO
Life Partners Group	CO
Life Work Strategies, Inc.	MD
Lincoln Action Program	NE
Los Angeles Unified School District Commission for Gender Equity	CA
Makovsky & Company	NY
Marriott International	DC
Massachusetts Association of HMO's	MA
Mayer Hoffman McCann L.C.	MO
Mayor's Commission on the Status of Women	OK

MBNA America Bank, N.A.	DE
Metro Tech	OK
The Michigan Women's Foundation	MI
Microsoft Corporation	WA
Mid-Town Nursing & Rehabilitation Center	IN
Midwest Women's Center	IL
Miller's Merry Manor	IN
Minnesota Department of Employee Relations	MN
Missoula Department of Transportation	MT
Missouri AFL–CIO	MO
Missouri Department of Labor and Industrial Relations	MO
Montana Women's Capital Fund	MT
The Montefiore Home	OH
Morton International, Inc.	IL
Motorola	AZ
Nassau County, Office of County Executive	NY
National Capital Hospital Engineering Society (NCHES)	DC
National Coalition Against Domestic Violence	CO
New Mexico Commission on the Status of Women	NM
Newfund/New England Women's Fund	MA
Nontraditional Employment for Women	CA
Norlarco Credit Union	CO
North Dakota Game & Fish Department	ND
Office of the Governor State of Missouri	MO
Ogden–Webber Applied Technology Center (OWATC)	UT
Ohio Federation of Business and Professional Women (BPW/OHIO)	OH
Olympic College	WA
Oregon Employment Department	OR
Orr and Reno	NH
Pacific Northwest National Labs	WA
Pamela Krank & Associates, Inc.	MN
Pension Rights Counseling Advocacy Program	CA
People Helping People	UT
Pfizer, Inc., Brooklyn Plant	NY
Philos Computer Solutions	CA
Phoenix	CT
Pierce College	WA
Pioneer Marketing	KS
Planned Parenthood of North Central Indiana, Inc.	IN
PRO TEM Professional Staffing Services	OR
Procter & Gamble	OH
Project Step Up	CA
Prudential	NJ
Puget Sound Chopter, Coalition of Labor Union Women (CLUW)	WA
Pumpkin Masters	CO
Quad/Graphics, Inc.	WI
QVC, Inc.	PA
R.R. Donnelley & Sons Company	IL

Raytheon Company and Raytheon Electronic Systems Business Unit	MA
RCI (Resort Condominiums International), Inc.	IN
Reno County Planning Council for Children and Families	KS
Resource Bancshares Mortgage Group	SC
Rhode Island Department of Transportation	RI
Riojas Enterprises, Inc. (Able Employment)	KS
Robert Morris College	IL
Rockland County — Dept. of Personnel	NY
Rutland Regional Medical Center	VT
Saint Joseph Health Center	MO
San Francisco Commission on the Status of Women	CA
The Sandwich Generation	NJ
Scholastic, Inc., National Distribution Center	MO
Seattle Public Schools	WA
Security Service FCU	TX
SER — Jobs for Progress, Inc.	RI
Service Employees International Union (SEIU) #10	CA
South Metro Denver Chamber of Commerce	CO
Southwest Idaho Private Industry Council	ID
St. James United Methodist Church	MO
The St. Paul Companies	MN
State of Arkansas	AR
State of Rhode Island Human Resources	RI
Tambrands	NY
Teubner & Associates	OK
Texas Instruments	MA
TIAA–CREF	NY
Toray Plastics	RI
TOTEM Association of Educational Support Personnel	AK
Trout–Blue Chelan, Inc.	WA
Tyson Foods	MO
UFCW Local 789	MN
United Parcel Services	RI
University of Arizona	AZ
University of Denver Graduate School of Social Work	CO
University of Massachusetts Boston	MA
University of Michigan, Ann Arbor	MI
University of Wisconsin/Women's Studies Consortium	WI
Walker Richer & Quinn, Inc.	WA
Washington Kids Court	WA
Washington Association for the Education of Young Children	WA
Watertown Area Career Learning Center	SD
West 47th St. Salon Group & Day Spa, Inc.	MO
Weyerhaeuser Company	WA
Wheelabrator Technologies	NH
Whirlpool Corporation	MI
William Beaumont Hospital	MI
Women Employed	IL
Women in Community Service, Inc. (WICS)	CO

The Women's Business Development Center & Chicago Institute for Economic Development	IL
Women's Business Leadership Council	ND
The Women's Comprehensive Program at Cleveland State University	OH
Women's Housing Coalition	NM
Women's Opportunity & Resource (WORD)	MT
Women's Resource Center	MI
Work/Family Connections, Inc.	AZ
Work/Family Directions	MA
YMCA of Metropolitan Dallas	TX
YMCA Women's Opportunity Center, Mt. Laurel, NJ	NJ
Youth Development, Inc.	NM
YWCA of Anchorage	AK
YWCA of Black Hawk Co.	IA
YWCA of Greater Atlanta	GA
YWCA of Greater Milwaukee	WI
YWCA of Kansas City, KS	KS
YWCA of Rockford, Illinois	IL
YWCA of Wenatchee Valley	WA
YWCA of Yakima	WA

A.T. Cross Company	RI
Ad Hoc for Child Care Salaries	MO
Adams County School District #12	CO
ADEMCO Group	NY
Adult Care Management	CO
Advanced Energy Industries, Inc.	CO
AFSCME (American Federation of State, County & Municipal Employees) Council 31	IL
AFSCME City Employees Union Local 1635	NY
AFSCME Council 94/Local 2448	RI
AIL Systems Inc.	NY
Albuquerque Police Department	NM
All Metro Health Care/Caregivers on Call	NY
Allied Signal Commercial Avionics Systems	WA
AlliedSignal	MO
AlliedSignal Inc.	NJ
Allstate Insurance Company	IL
Alumnae Resources	CA
American Association for Medical Transcription	CA
American Association of Retired Persons (AARP)	DC
American Association of University Women Brazosport Chapter	TX
American Business Collaboration For Quality Dependent Care	MA
American Cancer Society, Delaware Division Inc.	DE
American Express Company	NY
American Home Products Corporation	NJ
American On-Site Childcare	AZ
American Physical Therapy Association	VA
Aqueduct and Sewer Authority — Puerto Rico	PR
The Arbor Consulting Group, Inc.	MI
Arizona Business and Professional Women's Foundation	AZ
Arizona Cactus–Pine Girl Scout Council	AZ
Arizona Chamber of Commerce	AZ
Arizona Governor's Family Friendly Task Force	AZ
Arizona Public Service Company	AZ
Arkansas Human Development Corporation	AR
Arnold & Porter	DC
Arrowhead Economic Opportunity Agency	MN
Art Anderson Associates	WA
Ashley Clinic	KS
Aspen Leaf Kitchen, Ltd.	CO
Avista Hospital	CO
Bank of America	CA
Bank of Boston	MA

Bank of Boulder	CO
Bank One, Colorado NA	CO
Barnett Banks, Inc.	FL
Bausch & Lomb	NY
Baxter Healthcare	IL
Bay Area Emergency Care Consortium	CA
BDO Seidman, LLP	MI
Bentley College	MA
Blackfeet Community College	MT
Bloomington Commission on the Status of Women	IN
Blue Cross & Blue Shield	MO
Blue Cross and Blue Shield of Illinois, Health Care Service Corporation	IL
Blue Cross and Blue Shield of Massachusetts	MA
Blue Cross Blue Shield of New Jersey	NJ
Blue Cross of Western Pennsylvania	PA
Boatmen's Bank	MO
The Boeing Company	WA
Boston Community Centers, City of Boston	MA
Boulder Business Dependent Care Association	CO
Boulder Publishing, Inc.	CO
Brazosport College Student Senote	TX
Bright Beginnings c/o Children's Campaign	CO
Bright Horizons Children's Center Inc.	MA
Bristol-Myers Squibb Company	WA
Bristol-Myers Squibb Pharmaceutical Group	NJ
Brooklyn Academy of Music	NY
The Brooklyn Hospital Center	NY
Broome County Child Development Council, Inc.	NY
Broward County Division of Human Resources	FL
Brown Foundation	KS
Bureau of National Affairs, Inc.	DC
Butler Foundation	MO
Butler Manufacturing Company	MO
Butterworth Hospital	MI
C.A. Newell Co., Inc.	WA
California Women's Law Center	CA
Calvert Group	MD
Cambridge Commission on the Status of Women	MA
Camp Fire Boys & Girls, Alaska Council	AK
Campfire Boys and Girls	TX
Career Choices, Inc.	CO
Career Track, Inc.	CO
Cassette Productions	UT
Center America Property Trust	TX
Center for Families and Children Corporate Services	OH
Century Engineering, Inc.	MD
Ceridian Corporation	MN
Charles W. Eliot Middle School	OH
Chase Manhattan Bank, NA	NY
Chevron Corp.	CA
Child and Parent Support Services	NC
Child Care Resources	MI

Children First at 125 Broad Street	NY
Children First, Inc.	IL
Children First, Inc., San Francisco	CA
Children First, Inc.	NY
Children First, Inc., Los Angeles	CA
The Children's Center at 200 Park	NY
The Children's Center at Bankers Trust (Harborside)	NJ
The Children's Center at Bankers Trust Plaza	NY
The Children's Center at Goldman Sachs	NY
The Children's Center at New York Life	NY
Children's Center at One Financial	MA
Children's Center at Ropes & Gray	MA
The Children's Center on Fifth Avenue	NY
Chinese Community Center	TX
Christian Women Who Care, Inc.	OR
Chubb & Son Inc.	NJ
CIGNA Corporation	PA
Cincinnati Bell Telephone	OH
Cincinnati Electronics Corporation	OH
CIT Group	NJ
City & County of Denver, Agency for Human Rights Relations	CO
City of Austin	TX
City of Compton, California	CA
City of Coral Springs, Florida	FL
City of Fort Collins	CO
City of Konsas City	MO
City of Kansas, Kansas	KS
City of Lansing, Michigan	MI
City of Lovelond	CO
City of Mesa, Arizona	AZ
City of Missoula	MT
City of New Britain	CT
City of Scottsdale, Arizona	AZ
City of Seattle	WA
City of Tacoma	WA
City of Westminster	CO
Clackamas County Employment, and Training	OR
Cleary, Gottlieb, Stein & Hamilton	NY
CMP Publications, Inc.	NY
Cold Spring Horbor Laboratory	NY
Colorado AFL–CIO	CO
Colorado Department of Human Services Business Commission on Child Care Finoncing	CO
Colorodo Governor's Job Training Office	CO
Commerce Bank	MO
Commonweolth of Massachusetts	MA
Communication Workers of America and the Mayor of Lee's Summit, Missouri	MO
Communities in Schools	TX
Computer & Business Institute	MO
Computer Associates Internotionol, Inc.	NY
Confer Tech Internotional	CO
Connecticut Women's Education and Legal Fund (CWEALF)	CT

Coopers & Lybrand	MA
Coopers & Lybrand, L.L.P.	TX
CoreStates Financial Corp.	PA
Cortech, Inc.	CO
Creativity for Kids	OH
Creativity Teams for Women	OR
Crider Consulting	MO
Criterion Communications	PA
Cuyahoga County Department of Employment Services	OH
Data Ray Corporation	CO
Day & Zimmerman, Inc.	PA
DCC/The Dependent Care Connection, Inc.	CT
Del Norte Association for Developmental Services	CA
Delaware Valley Child Care Council	PA
Deloitte & Touche, LLP	MA
District 1199 — Rochester, Hospital & Health Care..., SEIU, AFL–CIO	NY
District 925/SEIU	OH
DMS Chemical & Industrial Distributors	MO
Downtown Child Development Center	CA
DuPont Company	DE
Duquesne Light Company	PA
Eagle Affiliates	NJ
Eastern New Mexico University GRADS Program	NM
Eastman Kodak Company	NY
EchoStar Communications Corporation	CO
Eddie Bauer, Inc.	WA
Electric Power Research Institute	CA
Employment Law Center, Legal Aid Society of San Francisco	CA
Englewood Hospital and Medical Center	NJ
Entrepreneurial Center, Hartford College for Women	CT
Epworth Bootheel	MO
The Equitable Life Assurance Society	NY
Evolving Systems, Inc.	CO
Exabyte	CO
Fairfax County Commission for Women	VA
The Family & Workplace Connection	DE
Family Outreach Resources, Inc.	TX
FamilyCare Inc.	CA
Fidelity Investments/FMR Corporation	MA
First Chicago	IL
First Step Fund	MO
First Texas Council of Camp Fire	TX
Florida State University	FL
Ford Motor Company	MI
Fort Wayne Women's Bureau	IN
Freeport Jaycees	TX
Fried, Frank, Harris, Shriver & Jacobsen	NY
Friendly House, Inc.	AZ
Front Range Employers Dependent Care Association	CO
Gallaudet University	DC
GE Medical Systems	WI
Gerald T. Stack & Associates, CPA's, PC	WY

Gerry Baby Products Company	CO
Giddings ISD Community Education	TX
Glackin Industries, Inc.	DE
Gold Mine & Jazz Alley Casinos	CO
Goodale & Barbieri Companies	WA
Government Employees Hospital Association	MO
Greater Cleveland Regional Transit Authority	OH
Greater Houston Women's Foundation	TX
Group 53	MO
GTE Service Corporation	CT
GTE/Government Systems Corp	MA
Hallmark Cards, Inc.	MO
Hasbro	RI
Heartland Community Action Agency	MN
Hewlett–Packard Co.	CA
Highlander Center	TN
HIP Health Plan of NJ	NJ
Hispanic Engineering	NM
Hoechst Celanese Corporation	RI
Honeywell, Inc.	MN
Hotel Employees and Restaurant Employees Union — Local 2	CA
Houston Community College System — Southwest College	TX
Hughes Electronics	CA
Hunter Douglas, Inc. WFD	CO
I & R United Way, Grayson County	TX
IMI Norgren, Inc.	CO
Immunex Corporation	WA
Indiana Family & Social Services Administration — Office of Planning	IN
Indiana University — Division of Labor Studies	IN
Information Handling Service (IHS)	CO
Initiatives for Children, Inc.	TX
INROADS, Inc., Kansas City, Missouri	MO
Institute for Scientific Information	PA
Interagency Committee of State Employed Women	WA
International Game Technology (IGT)	NV
ITT Hartford	CT
Jaco Electronics	NY
Jefferson County Department for Human Services	KY
Jeppesen	CO
Jersey Shore Medical Center	NJ
Jewish Vocational Service	MA
Job Network	WI
John Hancock Financial Services	MA
Johnson & Higgins	NY
Johnson & Johnson	NJ
Johnston Insurance Agency	MO
Kaiser Permanente	CO
Kansas City Fair Housing Center	KS
Kansas City Friends of Alvin Ailey	MO
KCTS Television	WA
Key Corporation (Key Bank) of Albany	NY
KeyCorp Human Resources Consulting & Support Services with Cleveland YWCA	OH

Kid's World, Indian Hills Community College	IA
KPMG Peat Marwick, LLP	NJ
Kraft Cleaners, Inc.	TX
Kuni Lexus, Inc.	CO
Kwasha–Lipton	NJ
The Labor Project For Working Families	CA
Lake Associates, Inc.	IL
Lansing Community College Women's Resource Center	MI
Legacy Personnel Group	FL
LGC & Associates	MO
Life Partners Group	CO
Lincoln University	MO
Little Hoop Community College	ND
Longmont United Hospital	CO
Los Angeles Unified School District Commission for Gender Equity — Pregnant Minor Task Force	CA
Loveland Good Samaritan	CO
Lutheran Medical Center	NY
MA Steel Erectors	IL
Magnavox Electronic Systems Company	IN
Maine Dept. of Transportation	ME
Managing Work & Family, Inc.	IL
MAPCO Alaska Petroleum, Inc.	AK
Marriott International	DC
Mayer Hoffman McCann L.C.	MO
Mayor's Commission on the Status of Women	OK
MBNA America Bank, N.A.	DE
McDonald 's Corporation	KS
McKee Medical	CO
MDU Resources Group, Inc.	ND
Merck & Co., Inc.	NJ
Merrill Lynch	CO
Merrill Lynch & Co.	NY
Merrill–Palmer Institute	MI
Metro Tech	OK
Metro–North Railroad	NY
Metropolitan Employers Dependent Care Association	CO
Metropolitian Washington Work/Life Coalition	MD
Micro Motion, Inc.	CO
Microsoft Corporation	WA
Minnesota State Colleges and Universities	MN
Mirage Resorts Inc.	NV
Missouri Department of Labor and Industrial Relations	MO
Missouri Southern State College	MO
The MITRE Corporation	MA
Moms Minutes	PA
Monroe 2 — Orleans, Board of Cooperative Educational Services, Adult & Continuing Education	NY
Monroe County Federation of Social Workers, I.U.E. 381	NY
Monroe Municipal Utilities Authority	NJ
The Montefiore Home	OH
Morrison & Foerster, LLP	CA
Motorola	AZ
Mountain Fuel Supply	WY

Mountain States Group	ID
National Capital Hospital Engineering Society (NCHES)	DC
National Conference of Black Mayors, Inc.	GA
Naval Undersea Warfare Center (NUWC) Div. Newport	RI
Nebraska Department of Labor	NE
Neiman Marcus	TX
Nelson Gallery Foundation	MO
Neodata Services, Inc.	CO
Neosho County, KS	KS
New Mexico Commission on the Status of Women	NM
New Ways to Work	CA
Newfund/New England Women's Fund	MA
Nextstar Pharmaceutical	CO
The Nokomis Foundation	MI
Norlarco Credit Union	CO
North Dakota Council on the Arts	ND
North Dokota Department of Economic Development	ND
North Dokota Newspaper Association	ND
NOVA Chemicals Inc.	MA
Odyssey House Foundation Inc.	NH
Ohio Office of the Governor, Ohio Family and Children First	OH
Optec D.D. U.S.A.	MO
Oregon Child Development Fund of the Oregon Community Foundation	OR
Oregon Commission for Child Care	OR
Oregon Employment Department	OR
Orr and Reno	NH
Pacific Bell	CA
Pacific Northwest National Labs	WA
PALCARE	CA
Pamela Krank & Associates, Inc.	MN
Parents United for Child Care	MA
The Partnership Group, Inc.	PA
Payless Cashways	MO
Pear Commercial Interiors	CO
Penn Valley Community College	MO
Pentax Corporation	CO
People Helping People	UT
Pfizer Inc	NY
Philos Computer Solutions	CA
Phoenix	CT
Pioneer Marketing	KS
Planned Behavioral Healthcare (PBHC)	TX
Polaroid Corp.	MA
Poudre Valley Hospital	CO
The Prince George's County Government, Department of Family Services	MD
PRO TEM Professional Staffing Services	OR
Procter & Gamble	OH
Professional Communications Services	KS
Project Family of Kitsap County	WA
Project Parent, Lexington/Fayette Urban County Government, Office of the Mayor	KY
Providence Energy	RI

Prudential	NJ
Puerto Rico Telephone Company	PR
Pumpkin Masters	CO
QVC, Inc.	PA
Rancho Vista National Bank	CA
Raytheon Company and Raytheon Electronic Systems Business Unit	MA
RCI (Resort Condominiums International), Inc.	IN
Reno County Planning Council for Children and Families	KS
Resource Bancshares Mortgage Group	SC
Rhode Island Department of Transportation	RI
RI Hospital Trust	RI
Rockland County — Dept. of Personnel	NY
Rutland Regional Medical Center	VT
S.M. Stoller Corporation	CO
Saint Joseph Health Center	MO
Salish and Kootenai Community College	MT
Salt River Project	AZ
San Francisco Commission on the Status of Women	CA
The Sandwich Generation	NJ
Santo Clara Valley Water District	CA
Santa Monica Commission on The Status of Women	CA
Scholastic, Inc., National Distribution Center	MO
Seams Like Yesterday	ID
Sears Roebuck & Co.	IL
The Seattle Times	WA
Security Service FCU	TX
Service Employees International Union (SEIU) #10	CA
Soroptomist Club, International Brazosport Chapter	TX
South Employees Dependent Care Association	CO
South Metro Denver Chamber of Commerce	CO
Southern California Edison	CA
Springfield Public Schools	MO
St. Louis Comprehensive Health Center	MO
The St. Paul Companies	MN
Star Market Company, Inc.	MA
State of Arkansas	AR
State of Kansas Department on Aging	KS
State of Missouri Department of Health	MO
State of Rhode Island Human Resources	RI
STRATCO, Inc.	KS
Stroock & Stroock & Lavan	NY
Student Resource Center Portland Community College	OR
Sullivan & Cromwell	NY
Summa Associates	AZ
Sunflower PETALS Student Organization	TX
Swett & Crawford	WA
Syntex Chemicals, Inc.	CO
T-3	TX

Tambrands	NY
Telectronics Pacing	CO
Teubner & Associates	OK
Texas Agricultural Extension Service — Texas A & M University	TX
Texas Instruments	MA
Texas Instruments	TX
TIAA–CREF	NY
Tiffen MFG Corp	NY
Trout–Blue Chelan, Inc.	WA
Trust Insurance Co.	MA
Tucson Electric Power Co.	AZ
Tulsa City/County Health Department	OK
Turner Broadcasting Systems, Inc (TBS)	GA
Tyson Foods	MO
UAW–GM Center for Human Resources	MI
Underwriters Laboratories, Inc.	NY
UNIPAC	CO
UNITE (Union of Needletrades, Industrial and Textile Employees)	NY
United Illuminating Company	CT
United Technologies, Inc.	CT
United Way of Lake County, Inc.	OH
University Corporation for Atmospheric Research (UCAR)	CO
University of Arizona	AZ
University of California, Berkeley	CA
University of Michigan, Ann Arbor	MI
University of Missouri, St. Louis	MO
University of Pittsburgh Medical Center	PA
University of Rochester, Family Care Program	NY
Valleylab, Inc.	CO
Virginia Mason Medical Center	WA
Visual Education Corporation	NJ
Wagon Train Project	NE
Washington Soldiers Home	WA
Washington State PTA	WA
West 47th St. Salon Group & Day Spa, Inc.	MO
West Virginia Women's Commission	WV
Western Resources, Inc.	KS
Western Wisconsin Technical College, The Opportunity Center	WI
Weyerhaeuser Company	WA
Wheelabrator Technologies	NH
Whirlpool Corporation	MI
William Beaumont Hospital	MI
Williamson County & Cities Health District	TX
The Winfield Daily Courier	KS
Winters Independent School District	TX
Woburn Council of Social Concern, Inc.	MA
Women & Infants Hospital	RI
Women in Cable & Telecommunications	IL
Women Working	OR
Women's and Children's Alliance	ID
The Women's Business Development Center & Chicago Institute for Economic Development	IL

The Women's Comprehensive Program at Cleveland State University	OH
The Women's Comprehensive Program, Cleveland State University	OH
Women's Employment Network	MO
The Work Options Group	CO
Work/Family Connections, Inc.	AZ
Work/Family Directions	MA
Working Solutions, Inc.	WA
Workplace Connections, Inc.	MA
Yakima Valley Memorial Hospital	WA
YMCA of Greater New York	NY
Youth Development, Inc.	NM
YWCA El Paso Del Norte Region/CCR&R	TX
YWCA of Lubbock, Texas	TX
YWCA of New Castle County, Delaware	DE

VALUING WOMEN'S WORK

A Friend of the Family	GA
A Fund for Women	WI
A.T. Cross Company	RI
AAUW–Denver Branch	CO
Abused Adult Resource Center	ND
ABWA	OH
ACTION Employment & Training	WI
Ad Hoc for Child Care Salaries	MO
Adult Education Center at Ulster BOCES	NY
AFSCME AFL–CIO, Women's Action Committee Council Two	WA
AFSCME City Employees Union Local 1635	NY
AIA Insurance	ID
Alaska Apprenticeship Information Center	AK
Alaska Women's Conference	AK
Albuquerque Police Department	NM
Albuquerque Technical–Vocational Institute (T–VI)	NM
Allen County Government	KS
Alumnae Resources	CA
American Association for Medical Transcription	CA
The American Business Women's Association	MO
American Multi-Cinema, Inc.	MO
American Red Cross	OH
Amtrak/NEC Mechanical Department	DE
An Income of Her Own	CA
The Andrews School	OK
Ann Becker & Associates	IL
Argonne National Laboratory	IL
Arizona Business and Professional Women's Foundation	AZ
Arizona Governor's Commission on Non-Traditional Employment for Women	AZ
Arkansas Human Development Corporation	AR
Ashley Clinic	KS
Aspen Leaf Kitchen, Ltd.	CO
Associated Foods	MT
Association for Women in Science	DC
Atlantic County Women's Center — Home to Work Program	NJ
Automated Distribution Systems, L.P.	NJ
Bagel & Bagel	KS
Baltimore City Commission for Women	MD
Baltimore Gas & Electric	MD
Barnett Banks, Inc.	FL
Blackfeet Community College	MT
Blackhawk Technical College	WI
Bloomfield Health Careers Foundation, Inc.	NJ
Bloomington Commission on the Status of Women	IN
Blue Cross & Blue Shield	MO
Blue Cross Blue Shield of New Jersey	NJ

Boston Community Centers, City of Boston	MA
Boston Women's Fund	MA
Brazosport Branch — Bank of America	TX
Brazosport College	TX
Brazosport College Student Senate	TX
Briarcliffe College	NY
Brookhaven National Laboratory	NY
The Brooklyn Hospital Center	NY
Broward Community College	FL
Broward County Division of Human Resources	FL
The Bureau of Apprenticeship Standards	WI
Butler Manufacturing Company	MO
Camp Fire Boys & Girls	MO
Canadian Valley Vo-Tech School	OK
Care and Counseling Center	IL
Career Choices, Inc.	CO
Career Development Program, Miles Community College	MT
Career Futurers, Inc.	MT
Career Learning Center	SD
The Career Resource Center, Eastern New Mexico University — Rowell	NM
Career Transitions	MT
Casa Myrne Vazquez	MA
Catawba Valley Community College	NC
The Center for Displaced Homemakers	LA
Center for New Directions/ Work Based Learning	ID
The Central Exchange	MO
Central Labor Council of Southern West Indiana	IN
Chase Manhattan Bank, NA	NY
Chevron Corp.	CA
Chicago Women in Trades	IL
Child Care Careers Institute	MA
Child Care Resources	MT
Children First at 125 Broad Street	NY
Children First, Inc.	IL
Children First, Inc., San Francisco	CA
Children First, Inc., Los Angeles	CA
The Children's Center at 200 Park	NY
The Children's Center at Bankers Trust (Harborside)	NJ
The Children's Center at Bankers Trust Plaza	NY
The Children's Center at Goldman Sachs	NY
The Children's Center at New York Life	NY
Children's Center at One Financial	MA
Children's Center at Ropes & Gray	MA
The Children's Center on Fifth Avenue	NY
Children's Services of Colorado, Inc.	CO
Children's Television Workshop	NY
Chinese Community Center	TX
Christ Temple Church	MO
Christian Women Who Care, Inc.	OR
City & County of Denver, Agency for Human Rights Relations	CO
City & County of Honolulu	HI
City of Hollywood, Florida	FL

City of Tulsa	OK
Colorado Women's Business Office	CO
Columbia Industries	WA
Columbia Urban League	SC
Commerce Bank	MO
Communications Workers of America	NY
Connecticut Women's Education and Legal Fund (CWEALF)	CT
Coopers & Lybrand, L.L.P.	TX
Council on Domestic Violence & Sexual Assault	MI
Country Mart	MO
Creativity Teams for Women	OR
Credit Union 1	AK
Crystal Stairs, Inc.	CA
Cuyahoga Community College (Tri-C)	OH
Cuyahoga County Department of Employment Services	OH
Dallas County Community College	TX
Dallas Women's Foundation	TX
Danville Area Community College	IL
DDS Career Search, Inc.	OH
Deloitte & Touche, LLP	MA
Deloitte & Touche, LLP	TX
Delta Sigma Theta Sorority, Inc., Denver Alumnae Chapter	CO
District 1199/Service Employees International Union	WV
DMS Chemical & Industrial Distributors	MO
Eagle Affiliates	NJ
Eastern Private Industry Council	OK
EDS	TX
Electric Power Research Institute	CA
Employment Options, Inc.	WI
The Empowerment Program	CO
Englewood Hospital and Medical Center	NJ
Entrepreneurial Center, Hartford College for Women	CT
Epworth Bootheel	MO
Everywoman Opportunity Center, Inc.	NY
Fairfax County Commission for Women	VA
Fingerlake Blue Cross Blue Shield	NY
First Chicago	IL
First Step Fund	MO
First Texas Council of Camp Fire	TX
Florida State University	FL
Fort Wayne Women's Bureau	IN
Fox Cities Alliance for Education	WI
Friendship Center of Helena	MT
Frito-Lay, Inc.'s ARRIBA	TX
Generations — Child & Adult Care	NY
Giddings ISD Community Education	TX
Gold Mine & Jazz Alley Casinos	CO
Goodwill Industries of Atlanta, Inc.	GA
Gray's Child Development	WI
Greater Dallas Chamber of Commerce International Trade Department	TX
Green Thumb, Inc.	IA
Greenwood Trust Company	DE
Group 53	MO

Group Health Cooperative	WA
Hamlin & Associates, Inc	MA
Hard Hatted Women	OH
Hasbro	RI
Hewlett–Packard Co.	CA
Highlander Center	TN
Highline Community College Women's Programs	WA
Hispanic Engineering	NM
Hobson City	AL
Honeywell, Inc.	MN
Houston Community College System — Southwest College	TX
Hughes STX	MD
Hyams Foundation, Inc.	MA
IBM	NY
Idaho State University College of Education	ID
Indiana University — Division of Labor Studies	IN
Interagency Committee of State Employed Women	WA
Jaco Electronics	NY
Jerron & Associates, Inc.	MO
Joan B. Fox Consultants	MA
Job Network	WI
John Hancock Financial Services	MA
John R. Jurgensen Co.	OH
Johnson Control	MO
Jahnston Insurance Agency	MO
JOIN (Job Opportunities in Nevada)	NV
Kansas City Executives Suites	MO
Kansas City Fair Housing Center	KS
Kansas City Friends of Alvin Ailey	MO
Kansas Department of Human Resources	KS
KDK Training Employment & Business Services	IL
Key Corporation (Key Bank) of Albany	NY
KPMG Peat Marwick, LLP	NJ
Kraft Foods, Inc.	IL
The Labor Institute	NY
Lake Associates, Inc.	IL
Leeward Community College	HI
Lideres Campesinas en California	CA
Life Skills/Women's Programs Institute for Extended Learning	WA
Lincoln Action Program	NE
Lincoln Trust Company	CO
Lincoln University	MO
Local 100, SEIU, AFL–CIO	LA
Lockheed Martin Tactical Aircraft Systems	TX
Los Angeles Unified School District Commission for Gender Equity	CA
Los Angeles Unified School District Commission for Gender Equity — Pregnant Minor Task Force	CA
Luna Tech	WI
Lutheran Medical Center	NY
M.A. Mortenson Co.	DC
The Maid Service	UT
Makovsky & Company	NY

MAPCO Alaska Petroleum, Inc.	AK
Maryland State Department of Education	MD
Mayer Hoffman McCann L.C.	MO
Mayor's Commission on the Status of Women	OK
MBNA America Bank, N.A.	DE
McDonald's Corporation	KS
The Michigan Women's Foundation	MI
Midland College	TX
Miller's Merry Manor	IN
Minnesota State Colleges and Universities	MN
Mirage Resorts Inc.	NV
Mission Valley R. O. P.	CA
Missoula Department of Transportation	MT
Missouri Department of Labor and Industrial Relations	MO
Missouri State Department Office of Administration	MO
Monroe 2 — Orleans BOCES Adult Education Department	NY
Morrison & Foerster, LLP	CA
Motorola	AZ
MTA NYC Transit	NY
National Association of Women Business Owners, Greater Detroit	MI
National Association of Women in Construction	TX
National Capital Hospital Engineering Society (NCHES)	DC
National Conference of Black Mayors, Inc.	GA
National Hispana Leadership Institute	VA
Navarro College, Carl Perkins Career Center	TX
Neiman Marcus	TX
Nevada Office of the Attorney General	NV
Nevada Women's History Project	NV
New Beginnings	WA
New Beginnings, University of New Mexico — Los Alamos	NM
New Careers for Women	RI
New Directions: A Network of Services for Displaced Homemakers	MN
Newfund/New England Women's Fund	MA
The Nokomis Foundation	MI
Nontraditional Employment for Women	CA
North Allegheny School District	PA
North Dakota Council on the Arts	ND
North Dakota Game & Fish Department	ND
North Dakota Nurses Association	ND
Northeast Women's Center	CO
Northwest Area Schools Multi District Cooperative	SD
Northwest Center for Equity and Diversity	WA
NOVA Chemicals Inc.	MA
Oakland University	MI
Office of Intergovernmental Assistance	ND
Office of Women's Business Development, Illinois Department of Commerce and Community Affairs	IL

Ogden–Webber Applied Technology Center (OWATC)	UT
Oklahoma Employment Security Commission, State of Oklahoma	OK
Olympic College	WA
Optec D.D. U.S.A.	MO
Options Unlimited	CA
Oregon Employment Department	OR
Pacific Northwest National Labs	WA
Pamela Krank & Associates, Inc.	MN
Pathfinders — West Central MN Communities Action	MN
PC Boards	KS
People Helping People	UT
Philos Computer Solutions	CA
Pierce College	WA
The Port Authority of New York & New Jersey	NJ
Portland Community College, The Women and Their Work Project	OR
Prestige Business Service	MO
Private Industry Council of Southwest Indiana	IN
PRO TEM Professional Staffing Services	OR
Professional Communications Services	KS
Professional Women of Southwestern Bell	KS
Project Family of Kitsap County	WA
Project SOAR	MN
Project Step Up	CA
Prudential	NJ
Puget Sound Chapter, Coalition of Labor Union Women (CLUW)	WA
Quad/Graphics, Inc.	WI
R.R. Donnelley & Sons Company	IL
Raytheon Company and Raytheon Electronic Systems Business Unit	MA
Red River Area Vo-Tech	OK
Resource Bancshares Mortgage Group	SC
Resource Center for Women	SD
Rhode Island Department of Transportation	RI
River Valley Resources, Inc.	IN
Robert Morris College	IL
Rockland County — Dept. of Personnel	NY
Rocky Mountain Tradeswomen	CO
Rutgers University	NJ
Rutland Regional Medical Center	VT
Safe Shelter	MI
Salish and Kootenai Community College	MT
San Bernadino County Human Resources Dept.	CA
San Francisco Commission on the Status of Women	CA
San Francisco Commission on the Status of Women — Sexual Harassment Task Force	CA
Sandoz Pharmaceuticals Corporation	NE
The Sandwich Generation	NJ
Santa Monica Commission on The Status of Women	CA
Sara Lee Corporation	IL
Seams Like Yesterday	ID
Sears Roebuck & Co.	IL

Seattle Public Schools	WA
SER	IL
SER — Jobs for Progress, Inc.	RI
Service Employees International Union (SEIU) #10	CA
Si Se Puede (Yes You Can)/Dona Ana Branch Community College	NM
Single Parent/Displaced Homemaker Program, Pulaski Technical	AR
Single Parents at Navarro (SPAN)	TX
Sisters of Charity of the Incornate Work Health Care System (SCH)	TX
Smith Kline Beecham — Cidra, Puerto Rico	PR
Sobieski, Messer and Associates	TN
Society for International Development — San Diego–Tijuana	CA
Soroptimist Legislative Workshop, Inc.	CA
Soroptomist Club, International Brozosport Chapter	TX
Southwest Idaho Private Industry Council	ID
Southwest Indiana NOW	IN
The St. Paul Companies	MN
St. Peter's Fire Protection District	MO
The Stanley Foundation	IA
State Dept. of Elementary & Secondary Education	MO
State of Kansas Department on Aging	KS
State of Missouri Department of Health	MO
State of Rhode Island Human Resources	RI
Student Conservation Association	VA
Sunflower PETALS Student Organization	TX
TAHOMA Companies, Inc.	UT
Teubner & Associates	OK
TOTEM Association of Educational Support Personnel	AK
Trout–Blue Chelan, Inc.	WA
Turning Point — Southern Utah University	UT
Turning Point College of Eastern Utah	UT
Turning Point, Snow College	UT
Turning Point, Unintah Basin ATC	UT
Tyson Foods	MO
United Illuminating Company	CT
United Technologies, Inc.	CT
University of Alaska Small Business Development Center	AK
University of Denver Graduate School of Social Work	CO
University of Illinois at Chicago, Center for Research on Women & Gender	IL
University of Iowa Pre-Vocational Troining Program	IA
University of Michigan, Center for the Education of Women	MI
University of Michigan, Ann Arbor	MI
University of North Florida	FL
University of Wisconsin/Women's Studies Consortium	WI
Urbon League of Greater Kansas City	MO
Urban League of Southwestern Connecticut	CT
Vangy Enterprises	OR
Wagon Train Project	NE

Wal-Mart Stores, Inc. — Sam's Club	AR
Walker Richer & Quinn, Inc.	WA
Warren Village	CO
Watertown Area Career Learning Center	SD
Watson & Marshall L.C.	MO
WE Fund, Inc.	OR
WELLS FARGO BANK	CA
West 47th St. Salon Group & Day Spa, Inc.	MO
West Dallas Multipurpose Center	TX
Western Resources, Inc.	KS
Western States Operating Engineers Institute of Training	WA
Western Wisconsin Technical College, The Opportunity Center	WI
Western Wyoming Community College Vocational Women's Support & Training Program	WY
Wisconsin Department of Transporation	WI
Wisconsin Minority Women's Network, Inc. (WMWN)	WI
Woburn Council of Social Concern, Inc.	MA
Women & Infants Hospital	RI
Women and Work	IN
Women Employed	IL
Women in Business International	CA
Women in Cable & Telecommunications	IL
Women in Community Service, Inc. (WICS)	CO
Women Work!	DC
Women Working	OR
Women's and Children's Alliance	ID
The Women's Business Development Center & Chicago Institute for Economic Development	IL
Women's Business Development Corp.	ME
Women's Committee of the Human Rights Commission, City of Detroit	MI
The Women's Comprehensive Program at Cleveland State University	OH
Women's Employment Network	MO
Women's Opportunity & Resource (WORD)	MT
Women's Self Employment Project	IL
Work/Family Directions	MA
Wyoming Society of CPA's — Family Issues Committee	WY
Yakima Valley Memorial Hospital, Women's Health Center	WA
YMCA Women's Opportunity Center, Mt. Laurel, NJ	NJ
Youth Development, Inc.	NM
YWCA of Anchorage	AK
YWCA of Black Hawk Co.	IA
YWCA of Greater Milwaukee	WI
YWCA of Kansas City, KS	KS
YWCA of Rockford, Illinois	IL
YWCA of the City of New York	NY
YWCA of the National Capital Area	DC
YWCA of Wausau	WI

ENDNOTES

1. These statements are based on data to be found in the 1993 Handbook on Women Workers: Trends and Issues, U.S. Department of Labor Women's Bureau, 1994; Cynthia Costello and Barbara Kimivae Krimgold, eds., The American Woman 1996–1997: Where We Stand, Washington, D.C.: Women's Research and Education Institute, 1996.

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13. Speech of U.S. Labor Secretary Robert B. Reich at the Women's Research and Education Institute, Washington, D.C., May 9, 1996.

14. Ellen Galinsky and James T. Bond, "Work and Family: The Experiences of Mothers and Fathers in the U.S. Labor Force," in Costello and Krimgold, pp. 79–103.

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ENDNOTES